

# *Perspective*

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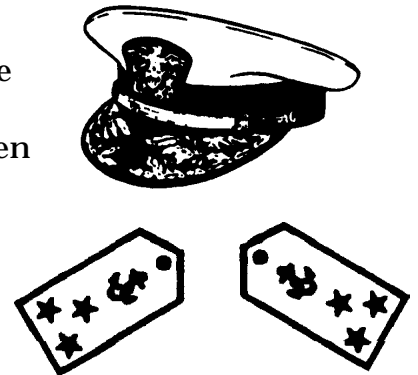
- **Preview of FY98**
- **Move to Memphis**



# The First Word ...

Ⓜ CHIEF OF NAVAL PERSONNEL (CNP)

I have spent a great deal of time during my first year on the job conducting All Hands Calls with many active duty and Reserve Sailors throughout the Fleet. It is strikingly clear to me from these sessions that we have a sophisticated force—officer and enlisted—with broad horizons. Your ideas, concerns, and feedback have been extremely useful as we continue to work at the Bureau of Naval Personnel to better serve you and your commands. One concern Sailors routinely express to me during Fleet visits is the annual PCS shortfall.



For the last several years, our annual PCS shortage has been part of a larger problem—underfunding of our \$17 billion Navy Manpower and Personnel (MPN) account. For instance, this summer we had to impose a temporary freeze on issuing new FY97 PCS orders and approving SRB requests. Popular programs such as Tuition Assistance (TA) have also experienced funding shortages requiring benefits to be capped late in the fiscal year. These create inconveniences, and in some cases, professional and financial hardships for Sailors. Although regrettable, these courses of action have been necessary to remain within established funding limits. The Secretary and CNO are concerned about this situation and all parties in the Navy budgeting process fully support our efforts to properly fund the MPN account. By doing so, we will be able to pay for all anticipated PCS moves, including those which are typically delayed late in the fiscal year. This will also eliminate the need to annually shift money from other Navy accounts into our MPN account (which requires Congressional approval). This is the right way to do business and has been one of our top priorities over the last several months. While we still must work our way through FY98, much as we did in FY97, we have been working hard to make FY99 the beginning of a different fiscal era for our Navy personnel account and our people. It's extremely important that our efforts are successful because, despite past funding shortfalls, Sailors have been, and will remain, our top priority.

In my first *Perspective* column, I wrote, "We are the finest Navy in the world because we have the finest people in the world." I have seen this firsthand during the past year and I expect to see more of you this next year. Keep up the great work and thanks for your input.

A handwritten signature in black ink, reading "D. T. Oliver".

**D. T. Oliver**  
**Vice Admiral, U.S. Navy**



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Art Credit (cover): Official U.S. Navy photos.	

*Perspective* (NAVPERS 15892) is the professional bulletin of the Navy officer community. Its mission is to provide all Navy officers information regarding key personnel policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. *Perspective* is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally-related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications.

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### FROM THE HEAD DETAILER

○ RADM JIM MASLOWSKI

Every new fiscal year brings many changes and challenges. This next fiscal year is no different and will offer some new and unique challenges for BUPERS. Ironically, the institution that initiates personnel moves is itself moving next summer—south to Millington, Tennessee. Aside from the move, I expect the next fiscal year to provide similar challenges as FY97, such as making the most of limited PCS funding and filling a finite number of quotas for fully funded graduate education and joint professional military education programs. Regardless of what issues arise in and around officer distribution, please know we won't forget to focus on our most important issue—taking care of Navy people.

**Move to Memphis.** BUPERS will embark on a most challenging assignment when we move to Millington, Tennessee next year. Imagine an organization that has resided in the same location for over 40 years dealing with moving south 1100 miles with only about 30% of the folks presently on board actually executing the move. Needless to say the challenges are many, but I want you to know that while we prepare for "the move" we will remain committed to maintaining the level of customer service you deserve and have come to expect from the Bureau. Our goal throughout this process is simple—to make the transition seamless to the fleet. Maintaining high customer service is more than a catch phrase, it's our way of doing business. Still, we ask that you bear with us as we execute this complex relocation.

Selection boards will shift operations in August. If you are eligible for a board, I recommend you review your record earlier rather than later. Look in *Perspective*, Navy News Service, and NAVADMINs for any changes to selection board dates. If you are up for orders, it is even more imperative that you initiate contact as early as possible. A year in advance is not too early in most circumstances.

**PCS Funding Update.** As I revisit this issue, there is some room for optimism. Although money will be tight, we have the firm support of SECNAV and N8 to augment the PCS account with reprogrammed dollars in FY98. As mentioned in NAVADMIN 176/97, Congress authorized a reprogramming of FY97 funds that allowed us to continue issuing PCS orders after a temporary freeze. These funds went primarily to clear out training pipelines and move personnel to-from overseas, thereby reducing the "bow wave" of moves not made in FY97. Looking forward to next year, our aggressive search for additional funds coupled with strong support from the top should allow us to further reduce the gap between move requirements and the PCS budget.

**Graduate Education.** Many a college commencement speaker has uttered the words, "the learning experience never ends." I would like to echo that sentiment. Formal graduate education and professional military education (PME) can provide officers with the tools to continue their upward mobility—and what better way than to have the Navy pay for it. For FY97,

535 seats were available for fully funded graduate education. We anticipate obtaining approximately 470 seats for FY98. Most of these quotas are at the Naval Postgraduate School in Monterey, California; others are located at civilian institutions due to particular curriculum requirements. Our assignment priorities are simple. We want to send our best performers who have career officer potential. The ideal time to go for graduate education varies from community to community but usually occurs anywhere between LTJG and LCDR.

Equally important is joint professional military education (JPME) which continues to be one of the best avenues for training our mid-grade officers to be the senior leaders of the future. Additionally, JPME is essential for Joint Specialty Officer (JSO) designation. For FY98 we have a total of 72 seats for National War College and ICAF (both full JPME), 117 senior service college seats (phase I JPME), 226 junior service college seats (phase I JPME), and over 170 Armed Forces Staff College seats (phase II JPME). Billets for junior and senior service colleges are allocated in such a manner as to ensure a fair share across communities with consideration for community force structure and subspecialty requirements. In this regard, filling foreign war college billets will remain a high priority. Your detailer will have the specifics on eligibility, and as always, performance is a key criteria for assignment to any service college.

As a reminder, the new non-resident Naval War College program (see May-June issue) is also an option for officers whose assignments do not permit in resident attendance to junior service colleges.

**Masters Program at USNA.** Company Officer duty at the Naval Academy has always been a critical position in the important business of training future officers. Recognizing the need for graduate education among these career minded officers, a recently implemented program at the Naval Academy will now allow a few top performing junior officers from the fleet to obtain a career enhancing graduate degree in conjunction with a challenging leadership tour as role models for our future officers. Newly reporting Company Officers will earn a master's degree in Leadership and Ethics during the first year of their three year tour, and the remaining two years will be spent filling a Company Officer position. Quality faculty resources are being provided by the Naval Postgraduate School to ensure academic regimen and excellence in the program. This is a tremendous opportunity for earning a master's degree while fulfilling a challenging and critical leadership position. If interested, call your detailer for more information.



**Jim Maslowski, PERS-4**  
**Rear Admiral, U.S. Navy**

## Education Picture

**Education {PERS-440}: DSN 224-3321; (703) 614-3321; fax (703) 614-4047**

### ***Navy Funded Doctoral Studies***

The Navy sends a few officers each year to pursue a Ph.D. in areas required by the Navy's subspecialty system. There are five areas of study available. Up to five officers will be selected this year with only one Ph.D. student selected per area.

<u>Area of Study</u>	<u>Subspecially</u>	<u>Desig</u>	<u>Rank</u>
Meteorology	XX48	180X	LT/LCDR/CDR
Oceanography	XX49	180X	LT/LCDR/CDR
Naval Construction	XX51	144X	LT/LCDR/CDR
Mech Engineering	XX54	144X	LT/LCDR/CDR
Military-Political	XX2X	ANY	LT/LCDR/CDR

All studies will be at the Naval Postgraduate School except for Naval Construction (0051) which is taught at Massachusetts Institute of Technology. Study must begin before September 30, 1998 (arranged by school and student). Study is for 2-3 years depending upon the individual program.

An active duty obligation is incurred consisting of 3 years for the first year of study plus one month for each additional month of study after the first year. This obligation runs concurrent with any prior obligations and commences upon completion or termination of education.

Candidates' records are first reviewed academically by the Naval Postgraduate School and then forwarded to BUPERS for an administrative selection board in Feb 98

To apply, applicants should first coordinate timing and career needs with their detailer. There is no application form. Officers wishing to apply should send a letter to the Chief of Naval Personnel via the Superintendent of the Naval Postgraduate School requesting consideration.

Letters should be accompanied by a command endorsement. Include all academic background including, but not limited to, standardized test scores, undergraduate and master's transcripts, letters of recommendation, thesis, etc. Mail ap-

plications by 31 Dec 97 to: Superintendent, Naval Postgraduate School, Code 01B3, Monterey, CA 93943-5100

### ***"Sister" Service College Opportunities***

Service college attendance is a major milestone in the professional development of naval officers. There are opportunities to attend sister service command and staff/war colleges. Service college programs are for selected regular, reserve, and TAR officers. LCDRs attend intermediate colleges while CDRs and CAPTs attend senior war colleges. Seats are currently available for courses beginning in the spring and summer of 1998. Contact your detailer for available seats.

#### **School**

<b><u>School</u></b>	<b><u>Proj Start/End Dates</u></b>
Air Command and Staff	9808/9906
Air War College	9807/9906
Army Command and Staff	9807/9906
Army War College	9807/9906
USMC Command and Staff	9807/9906
USMC War College, Top Level	9807/9906
Industrial College of the Armed Forces	9808/9906
National War College	9808/9906
Inter-American Defense College	9808/9908
USMC Amphibious Warfare School	9807/9906

**Continued on Back Cover**

## **Joint Picture**

***Joint {PERS-45J}: DSN 223-2345/0036; commercial (703) 693-2345/0036; fax (703) 695-9343***

### ***Joint Education at Naval Postgraduate School***

Naval Officers can complete JPME phase I at NPS if and only if they complete the Joint Educational Electives Program (JEEP) and the National Security Affairs curriculum. Officers who do not complete the NSA curriculum are not eligible for phase I credit from NPS.

culture in the Navy is changing, and the winds of change are blowing our careers in the direction of joint interoperability. Priority seating is available for officers enroute to joint tours, so work with your detailer now.



#### **The Joint Duty Assignment List on BUPERS Access**

The following procedure allows you to view Navy Joint Duty Assignments using BUPERS Access:

1. Login to BUPERS Access (Do so using your PC/modem, call 1-800-346-0217). You will have to log in for account verification the first time. The next time you log in (24 hours min) you will have full access.
2. Select (1) for Detailers
3. Select (1) for JDAL

#### ***AFSC—FY98***

The Armed Forces Staff College (AFSC), located in Norfolk VA, is the only school where you can complete JPME phase II education exclusively. ICAF and National War College graduates complete both phase I and II during the one year course of instruction. The FY98 school year is about to begin, and we have seats available for those of you who are graduates of JPME phase I. Classes last 12 weeks and start on

22 September, 5 January, 30 March, and 29 June. Start talking to your detailer early to reserve a seat. We are allowed only about 200 seats a year, and the competition to complete the JPME education is getting hotter with each class. Why you may ask? Our

#### ***October JSO Board***

The next JSO Selection Board is scheduled on 21-22 October. The criteria for selection continues to be: (1) completion of full JPME education and (2) completion of a full tour in a Joint Duty Assignment billet, and (3) demonstrated superior performance.

#### ***The Joint Duty Assignment List***

The Joint Duty Assignment List (JDAL) is a compilation of billets which qualify for joint duty. Only officers serving in these billets receive joint credit upon completion of a JDA tour. The list is under review by the JDAL Validation Board which is comprised of eight general/flag officers or civilian equivalents.

The board members review prospective and existing positions to determine if they meet joint criteria in current law and policy. After the Assistant Secretary of Defense (Force Management Policy) approves the changes, the JDAL is updated by the joint staff. Officers serving in a JDA position prior to removal from

the JDAL will still receive credit upon successful completion of their full tour. Officers serving in a newly designated JDA position will begin receiving credit for the tour at the position's start date on the Joint Duty Assignment List. r

LCDR Alan Grace, PERS-45J  
Joint Policy Advisor/Phase II JPME Quota Control  
e-mail p45j1@bupers.navy.mil

# Foreign Area Officer (FAO) Picture

(PERS-442C): DSN 224-8482; commercial (703) 614-8482

## Foreign Area Officer Board Results

The Foreign Area Officer (FAO) Program held its first selection board in July. Congratulations to those officers selected. Those who were not selected should consider reapplying for the next board scheduled for November 1998. This year's selections represent less than half of the desired inventory for the FAO Program.

We will be working with the respective detailers to place those officers selected into FAO designated billets consistent with their career milestones.

Remember that fully qualified FAO status requires an annual language proficiency exam of 2/2/2 or better. Those officers designated as trainees should continue

to work on their language skills, regional NSA graduate studies, and regional expertise to improve FAO qualifications.

FAO Selectees Regional Assignment Distribution	
Africa / Middle East / South Asia	33
Far East / Pacific	106
Western Hemisphere	73
Europe / Eurasia	114
Total Selectees	326

OPNAV has established a FAO Program Manager, CDR Mike Foster, N523E. He is available to respond to questions as well as making updates to the FAO Homepage. The homepage provides in-

formation about the FAO Program along with some of the FAO billets available. Questions regarding the FAO Program may be sent to faoprogram@hq.navy.mil. Questions regarding FAO detailing and placement issues may be sent to p442C@bupers.navy.mil. r

## Consider Attache Duty

Looking for a truly unique assignment for you and your family? By becoming an attache, you'll serve overseas at a U.S. embassy, and represent the U.S. Navy to your host country. Many attache assignments provide foreign language training. **All attache billets are joint duty assignments**, and all training is in the DC area. For more information and billets, call CDR Steve Workman, Attache Placement, DSN 224-3072, commercial (703) 614-3072. r

Country	Billet	Desig/Rank	Language	Train/Onstation
Albania	DATT	1050/CDR	Albanian	9802/9911
Brazil*	NATT	1310/CAPT	Portuguese	9808/0002
Bulgaria	NATT	1050/CDR	Bulgarian	9808/0001
Ecuador	NATT	1050/CAPT	Spanish	9804/9906
Egypt*	NATT	1310/CAPT	Arabic	ASAP/9806
Italy ++	DATT	1050/CAPT	Italian	9804/9906
Indonesia	NATT	1050/CAPT	Indonesian	9801/9906
Malaysia	NATT	1050/CAPT	Malay	9708/9902
Mexico	NATT	1050/CAPT	Spanish	ASAP/9806
Peru	DATT	1050/CAPT	Spanish	9804/9906
Philippines*	NATT	1310/CAPT	Tagalong	9901/9906
Saudi Arabia*	NATT	1310/CDR	Arabic	9801/9908
U.A.E.	NATT	1050/LCDR	Arabic	9804/9909
Ukraine*	NATT	1310/CDR	Ukrainian	9709/9906
* flying billet				
++ MAJCOM & JSO				



{PERS-41}: DSN 224-8341; commercial (703) 614-8341; fax (703) 614-xxxx: {41} 5184; {412} 5185; {414} 5168; {410/411/413/415/416} 8786

## ○ Captain's Corner

The FY98 Surface Major Command Board meets 27 October 1997. Candidates for selection include all captains and captain selects (designators: 111X, 113X, 114X, 61XX, and 64XX) in promotion year groups 1996 to 1998.

All correspondence to the selection board must be received before the board convenes 27 OCT 97. This includes pictures, FITREPS, letters to the board president, etc. All documents must be endorsed by the officer involved in accordance with MILPERSMAN 2220120.

I'm certain you are aware of BUPERS' PCS budget shortfall this year. However, by the time you read this issue of *Perspective* we should have overcome that hurdle. I sincerely appreciate your patience and cooperation during this difficult period and wish I could promise that it won't happen again next year. I must be candid with you and admit that as we continue to deal with declining defense budgets, fiscal challenges will continue to affect us all. Despite these sometimes sizable challenges, PERS-41 remains determined to providing you with the best service possible.

BUPERS' move to Memphis is rapidly approaching and Vice Admiral Oliver is committed to ensuring this is a seamless evolution from the Fleet's perspective. We will endeavor to get ahead of the detailing process this fall and next year so we can accomplish the move with no impact on you, our customer.

Detailing continues to be a very dynamic process as we move into the final year of transition of the Division Officer and Department Head Sequencing Plans, flexible CO and XO detailing to promote increased command opportunity, and the expansion of women at sea. While there have been some growing pains, the end result will be a greater opportunity to serve on a variety of ships because of the commitment that we are now making to diversify our training and career paths for our junior officers. We can no longer afford to "stovepipe" our surface warriors as we have in the past and must get the most out of the investment that we are making in our officers.

I encourage early and frequent communication with detailers in preparation for your next set of orders. We are typically detailing officers six to eight months in advance of their PRDs.

During a recent BUPERS "clean-out" day, in preparation of our upcoming move to Memphis, we found a letter from the CNP, then-RADM Nimitz, dated 1941 encouraging officers to keep updated duty preferences on file. We are still dealing with this issue 56 years later! Active communication with detailers is essential to ensure officers are assigned to billets that best support their career needs along with the needs of the Navy.



As always, I welcome your feedback. We will continue to work closely with all of our constituents in the future to overcome the challenges that we face in meeting both the Fleet's and the individual officer's needs.

**Hail and Farewell.** I would like to add my personal well done to the following shipmates for their outstanding service at PERS-41:

- a CDR Tom Carney, to attend the Industrial College of the Armed Forces.
- a CDR John Chandler, to attend the National War College.
- a CDR Pat O'Rourke, to attend the National War College
- a CDR Michael Scharf, to Ballistic Missile Defense Program Office.
- a LT Chuck Scultz, reporting to USS NASSAU LHA4 as Admin Officer.

I also want to welcome the following new shipmates to PERS-41:

- a CDR Jim Clark as Head, CDR/LCDR Assignments (PERS-410/411), after completing his CO tour on-board USS GUNSTON HALL (LSD-44).
- a CDR Joel Griner as a LCDR Assignment Officer (PERS-411A). CDR Griner reported from the Marine Corps Command and Staff College and was previously CO onboard USS OSPREY (MHC-51).
- a LCDR Dave Matawitz as Junior Officer Sea/Shore Coordinator (PERS-412A/B). LCDR Matawitz just

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completed his XO tour onboard USS INGRAHAM (FFG-61).

<sup>a</sup> LCDR Gerald Roxbury as LDO/CWO OPS/ORD Assignments (PERS-414B), reporting from ATGLANT Little Creek.

<sup>a</sup> LCDR Paul Shock as the CLF/MW/PC/USNS/TRNG Placement Officer (PERS-413E), reporting from NWC Newport and was previously PHIBRON 8's Operations Officer.

<sup>a</sup> LT Phil Sobeck as Special Assistant, CDR Assignments (PERS-410B). LT Sobeck was previously assigned as CIC Officer USS GONZALEZ (DDG-66).

<sup>a</sup> LT Eric Cash as the Initial Accessions Detailer (PERS-412I), reporting from USS VINCENNES (CG-49) where he was assigned as Fire Control Officer. r

Stay safe out there!

CAPT Pete Marzluff, PERS-41  
Director, Surface Officer Distribution Division  
e-mail p41@bupers.navy.mil

## ○ Surface CDR {PERS-410}



**A Note From the CDR Detailer.** Just as your success in the wardroom is determined in large measure through teamwork, our success in detailing depends in large measure on teamwork with our customers (you and the many placement officers representing your commands). We can achieve a lot more working together than working individually. This requires us to understand all the sides of the detailing triad: personal preferences, career needs, and the needs of the Navy. I look forward to talking with you in the upcoming months as I travel about the fleet. Having just reported from command of USS GUNSTON HALL (LSD 44), I still have the “fleet perspective” and understand the daily challenges. Your input will be invaluable in keeping me current. If you have any concerns or questions please do not hesitate to call or send an e-mail.

Remember: *Together Everyone Achieves More!*

**CDR Command Screening and Slating Boards.** This year both the CDR Command Screening and Slating Boards will be held after the first of the year. The screening board is scheduled for 26-30 January. The following week, 4-6 February, the Command Slating Board will meet. The records of those officers who are screened for command this year, along with those command screened officers who were not selected for slating last year, will be reviewed by the Slating Board.

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The battle for first impressions begins with a current photo and your annual FITREP. The revised rules stipulate that your photo must reflect your current rank (at the time of the Board), and no longer requires a photo be taken annually. Annual FITREPS for CDRs are due on 31 August and for LCDRs on 31 October. It is imperative these reports are submitted on time so the Fitness Report Branch (PERS 322, DSN 224-1132) has the opportunity to process your report. Similarly, the awards information and education history serve to complement the information contained in your fitness reports. **ORDER YOUR MICROFICHE, PSR, and ODC!**

The last two issues of *Perspective* contain the information required to update your record. Make sure you include your e-mail address and your ship's IMMARSAT/POTS numbers in the **remarks section**.

The Screening and Slating Boards will be two separate and distinct boards with different membership and precepts for each board. **The results, proceedings, and letters to the Presidents of each board will not be shared with the members of the other board.** Furthermore, the slating board will not be provided information as to which officers remained in the bank after last year's board or what year an officer screened for command. r

CDR Jim Clark, PERS-410/411  
Head, Surface CDR/LCDR Assignments  
e-mail p410@bupers.navy.mil



## ○ Surface LCDR {PERS-411}



**Farewell.** CDR John Chandler and CDR Pat O'Rourke have detached and are now attending National War College. I want to take this opportunity to bid them a fond farewell from all of us in PERS-410/411. Few detailers have worked harder or shown more empathy for their constituency than John and Pat. They have left us in PERS-410/411 with a redefined standard of excellence. We wish them the best of luck at NWC and particularly in their follow-on tours.

**Reorganization.** The move to Memphis is rapidly approaching and with it will come significant changes in the BUPERS organization. Several billets have been cut, others have been reallocated, and virtually every branch has been forced to reexamine the way it conducts business. We in PERS 411 are no exception. One of our billets is no longer authorized. With the transfer of John Chandler, our Surface LCDR detailing cadre consists of only two officers, CDR Joel Griner and LCDR Ed Delaney. In order to more effectively and efficiently serve you, we have implemented the following changes. LCDR Delaney will be working with constituents YG85 and senior. CDR Griner will be working with constituents YG86 and junior and CDR Clark has taken over as the combined PERS-410/411 Branch Head.

**Congratulations.** We wish to congratulate all of the new LCDR selectees! For all of you new selectees, **now** is the time to start your preparations for next spring's Surface LCDR XO/CO screening board. Don't forget to schedule an appointment at the photographer's for an updated photo. For more information, read on.

**XO Screening Board Preparations.** It is not too early to begin preparations for next spring's XO Screening Board. The board is currently scheduled to convene the first week of April, which means we will pull records toward the end of February. Order your microfiche and PSR before the end of September. When it arrives, take the time to review it very carefully for FITREP continuity, major qualifications (TAO, EOOW), academic achievements and awards.

Ensure any new or missing documentation is mailed before the end of December. This will ensure sufficient time for the updated information to be entered

in your permanent record. See page 41 for reference points on record maintenance. Make sure you keep copies of all updates submitted, as well as a spare copy of your new photo.

**Duty Preference Cards.** We are still tracking down some delinquent Duty Preference Cards (DPCs) for officers who screened for XO last April. XO slating is conducted quarterly (Feb/May/Aug/Nov) and is done almost exclusively from Duty Preference Cards. We cannot slate you if you don't have a DPC on file. Failure to file one can potentially delay your slating.

Since DPCs also provide your detailer a means to get in touch with you or your command, you should update them after any address or phone changes. This is especially important if we are trying to get an essential piece of documentation for a board (e.g. FITREP/photo). Be sure to include your e-mail address. r

*CDR Joel Griner and LCDR Ed Delaney, PERS-411  
Surface LCDR Assignments  
e-mail p411@bupers.navy.mil*

## ○ Surface Junior Officer {PERS-412}

How do I get to my next at-sea assignment? What type of billets are available? When should I submit my Duty Preference Card? These questions should sound familiar. Every once and a while we need to revisit some of the basics and put out what is generally available because old issues of *Perspective* are not always at hand and the Division Officer and Department Head Sequencing Plans have changed over the last couple of years.

**Duty Preference Cards.** Over the last few months we have sent over 400 messages to constituents requesting their Duty Preference Cards. This takes a considerable amount of time and costs the Navy money. Regardless of where you are or what you are doing, you should always have a current Duty Preference Card on file with your detailer. If you don't have a current DPC on file, fill one out at least 9 months prior to your next PRD. You can fax or e-mail your DPC to your detailer in addition to sending it via the mail. **Your DPC needs to be on your detailer's desk NLT eight months prior to your PRD.** The more flexible you make your Duty Preference Card, the better chance we have at meeting some or all of your

preferences. Be sure to include your e-mail address. Additionally, you should check in with your detailer on an annual basis to ensure your record is up to date and you know what selection board you are eligible for next. Your record is your responsibility.

**Second Tour Division Officers.** Second Tour Division Officers are slated on a quarterly basis. We work with placement to obtain our list of available billets about 7-8 months from the date associated with the slate in question.

We also begin the process of identifying First Tour Divo rollers at the same time, researching qualification status, and checking our database to see if DPCs are on file. Here is an approximate timetable to go by based upon our slating experiences to date:

<u>PRD Dates</u>	<u>Roller Record Review</u>	<u>Slate Approval</u>
Oct - Dec	Mid Apr - Mid May	Mid June
Jan - Mar	Mid Jun - Mid Jul	Mid Aug
Apr - Jun	Mid Sep - Mid Oct	Mid Nov
Jul - Sep	Mid Dec - Mid Jan	Mid Feb

## **SURFACE WARFARE 2<sup>ND</sup> TOUR DIVISION OFFICER BILLETS**

<u>COMMAND</u>	<u>2<sup>ND</sup> TOUR BILLETS</u>
CV / CVN	ALL NON-NUCLEAR DIVO BILLETS
CG47	NAV, FCO, CICO, MPA
CGN	NAV, FCO
DD963	NAV, CICO, MPA
DDG51	NAV, FCO, CICO
FFG	NAV, STRIKE/ORDO, AUXO
DESRON	READINESS/SKEDS
LHA / LHD	FCO/AUXO
LPH / MCS	MAIN ENG
LCC	NAV, ACICO, MAIN ENG
LPD	NAV, CICO, MAIN ENG
LSD36	NAV, AUXO
LSD41	NAV, AUXO
LST	NAV, MPA
AGF	NAV, MPA
PHIBRON	READINESS, SKEDS, COMMO
MCM/MHC	OPS
MINERON	READINESS
PC	OPS, WEPS
AOE	DCA, SAFETY
T-AO / T-AE	OIC
T-AFS	COMMO
MPSRON	OPS, SKEDS, ENG/MATL
NGLO	NGLO
BMU*	OPS, 1ST LT
ACU*	BOAT GROUP OIC
SBU*	OPS, TRAINING, OIC

\* NOT ALL BILLETS ARE AVAILABLE AT EVERY COMMAND

**Funding Reality.** Same home port PCS moves are a reality when it comes to slating you for your second Divo tour. We must slate upwards of 80% of the junior officers

to second Divo tours in the same home port as their first Divo tour to hold down program costs. However, if you are a first tour Divo who rates an AMPHIB or CRUDES second tour (because your first tour was not AMPHIB or CRUDES) and a billet is not available in your first tour home port, we are committed to moving you to a location where you can do your "SWO mainstream" Divo tour.

**Diversify Your Record.** Our experiences show that Junior Officers with tours in a variety of assignments whose strong performance is documented in their FITREPs by multiple Commanding Officers fare extremely well in the Department Head screening and billet slating process. Some of the ways we look to provide for diversity and professional growth include slating 1<sup>st</sup> Tour Divo rollers to: a different warfare area for their 2<sup>nd</sup> tours (e.g., AMPHIB to CRUDES, CRUDES or AMPHIB to CV(N)/MIW/CLF, and CRUDES to AMPHIB; a different department in the same warfare area (topside to engineering, or vice-versa); traditional second tour billets requiring seasoned SWOs (SBU, MIL DET OIC, DESRON or PHIBRON A-OPS billets, etc.); or any combination of the above!

**Department Heads.** The Department Head Sequencing Plan is on track and working well. We will be making some adjustments to accommodate overall Department Head through put for the various specialties over the next few months. We continue to slate First Tour Department Heads approximately six months prior to reporting to SWOS for Department Head School. Because we slate 1<sup>st</sup> Tour Department Heads so far in advance, a percentage of these Department Heads end up being reslated prior to reporting to their ships. This is necessary to accommodate changes in the fleet and to meet the needs of both personnel and fleet assets. In all cases we try to reslate to the same ship type in the same home port. This is not always possible and we will go back over old Duty Preference Cards to try to meet your preferences more closely. The percentage of personnel reslated out of the home port to which they were originally ordered is less than 20%. Second Tour Department Heads are slated approximately 6 months prior to their reliefs reporting on board. In most cases, we will be looking at utilizing your experience during your first department head tour in your second tour. We are generally successful in keeping per-

sonnel in the same home port if requested but sometimes billet availability will drive home port moves. Flexibility is the key.

<u>SHIP TYPE</u>	<u>FIRST DH TOUR</u>	<u>SECOND DH TOUR</u>
AO	OPS/1 <sup>ST</sup> /ENG	
AOE-1/6	OPS/1 <sup>ST</sup> *	ENG*
CG 47	WCO	OPS/ENG/CSO**
CGN		OPS/ENG/CSO
DD 963	ENG/CSO/OPS	
DDG 51	OPS/WCO	ENG/CSO**
FFG 7	ENG/CSO/OPS	
LCC	ENG*	OPS/1 <sup>ST</sup>
LHA/D	MPA	1 <sup>ST</sup> /CICO/CSO***
LPD		OPS/ENG/1 <sup>ST</sup>
LPH/MCS	ENG*	CICO/1 <sup>ST</sup>
LSD	OPS/ENG/1 <sup>ST</sup>	
LSD 41	OPS/1 <sup>ST</sup>	ENG
LST	OPS/1 <sup>ST</sup>	ENG
MCM/MHC	ENG	XO
PC		CO
DESRON		OPS/MATL/CSO
PHIBRON		OPS/MATL
PEB		XMR (S,D,GT)

\* LDO Billets

\*\* WCO Fleets Up to CSO

\*\*\* CSO Billets Are Filled On a Rotational Basis With 1440s

**Patrol Coastal Command.** One of the most frequent questions asked by Junior Officers is "How do I screen for Command of a Patrol Craft?" PC CMD is a Second Tour Department Head billet open to LTs. To be screened for PC CMD, you must submit a written request with your CO's endorsement to PERS 412. The best time to do this is about nine months into your 1st Dept Head tour. Selection is highly competitive and the screening process takes approximately 30 days. You should be EOOW and TAO qualified and have demonstrated sustained superior performance at sea. Your record will be reviewed by senior officers in PERS 41 and approved by PERS-4. Screening for PC CMD does not guarantee your assignment as CO of a PC. Several factors influence PC CO slating such as availability of billets, timing of 1st look for LCDR, and number of PC-screened officers available. You will be notified of the screening/slating results by the Second Tour Department Head Detailer once the 2nd Tour Dept Head slate has been signed by PERS-41. r

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Head, Surface Junior Officer Assignments  
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## O Surface Nuclear {PERS-412N}



### CVN Reactor Department Officer Manning Review.

With the decommissioning of the CGNs and continued construction of CVNs, your SWO(N) Washington Team conducted a complete review and study of the SWO(N) community. This study included thorough reviews of alternative manning options as well as an in-depth examination of the current SWO(N) career path. At the conclusion of the study, we briefed the results to senior Navy leadership who concurred in our conclusions. To summarize, the study concluded:

- SWO(N) manning of CVNs is the best choice for the Navy considering both CVN readiness and officer career progression.
- The 1993 modified SWO(N) career path currently in place shows great promise in establishing a long term balance of Surface Warfare professional development and nuclear sub-specialty proficiency requirements.
- Improvements to the SWO(N) career path should be made to expand SWO(N) career diversity opportunities and prepare for the refueling of the NIMITZ class CVNs.

The 2 major improvements which were recommended to and approved by Navy leadership are summarized in the following paragraphs:

- (1) To improve the opportunity for career diversification ashore, SWO(N)s will be permitted to reestablish their nuclear proficiency during their conventional XO tours.

Proficiency will be reestablished by completing one month of nuclear training at the NPMITT either en route to, or directly following the XO tour. Once all of our LCDR and CDR nuclear shore billets are filled (many of which are coded for AP credit), officers who do not serve in one of these nuclear shore billets will be ordered to the NPMITT to complete the nuclear training. This option will be focused toward those officers who served as NPTU or NPS instructors, or are projected to be Reactor Officers subsequent to command. This improvement enables these officers to maximize their participation in career broadening joint and Washington, DC assignments prior to command.

- (2) Up to 5 junior officers will be permitted to lateral transfer each year after their division officer tours into the Engineering Duty Officer Community and retain their nuclear AQD. These officers will apply via the normal lateral transfer process and if selected, attend PG school. Following PG school, they will go to either

a nuclear capable shipyard or supervisor of ship-building office to complete their EDQP. They will serve subsequently as CVN Principal Assistants and Reactor Officers on new construction, refueling and overhaul CVNs as well as in traditional EDO billets. As with all lateral transfer requests, officers must complete both their SWO qualification and PNEO examination in order to transfer. Lateral transfer to other communities can still only be accomplished after the completion of a CVN Principal Assistant tour.

**NROTC and USNA Trips.** We will soon begin another set of very important NROTC and USNA visits to brief Midshipmen on the SWO and SWO(N) careers. The key to success of these visits is our ability to send enthusiastic and experienced SWO(N) junior officer role models to conduct the briefs. We are standing by to assist in helping you answer questions and to give you slides from which to give your presentations. Our ability to clearly articulate the advantages of the new SWO(N) career path is essential to the continued health of our community. Last year, the overwhelming majority of SWO(N) NROTC accessions were from Units where either a SWO(N) was assigned or had recently visited. If you will be available to either visit a NROTC Unit or be a guest speaker at Annapolis, please contact me or CDR Janikowsky.

### **Prospective Nuclear Engineer Officer (PNEO)**

**Exam.** The prerequisites for taking the PNEO exam are found in BUPERSINST 1540.41. For officers on their first sea tour, it requires serving a minimum of two years on board a nuclear powered ship as a nuclear trained division officer. Officers who have completed warfare qualification prior to reporting to their first nuclear powered ship, must serve a minimum of one year as a qualified watch officer. Please read and understand the requirements, track your progress toward PNEO, and schedule your exam early. All seats for some exams have filled as early as eight weeks in advance, particularly due to the Holidays in October, November, and December. To schedule an exam, call LT Mike Brunner (PERS-421C), at (703) 695-4039, DSN 225. The PNEO exams that are scheduled for the rest of 1997 are: 8, 22 September 6, 7 October; 3, 4 November; 1, 2 December. r

*LCDR Ed Mullen, PERS-412N  
Surface Nuclear Officer Assignments  
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## **O Surface Placement {PERS-413}**



**New Orders.** We are frequently asked why we haven't notified a command about an incoming officer before the individual contacts the command. Most detailers will discuss a job with two or three constituents before proposing them for orders. Due to the sheer volume of these negotiations, we are not able to track these conversations and sometimes the constituent will contact a command before the detail is official. We try to wait until the slate is signed by PERS-41 before informing the command. This avoids sending mixed signals and minimizes reslate notifications which occur due to PRD extensions, resignations, lateral transfers and other causes.

**New accession ENSs** will receive two sets of orders. The first set orders them from their commissioning source to SWOS. The second set orders them to their ships and includes their training tracks. This second set is typically released about 3-4 months into the SWOS curriculum after the ship has contacted us with the desired training pipeline. Like other officers,

ENSs sometimes get reslated due to emergent shipboard needs, family situations, and other reasons. We try our best to keep commands informed of changing assignments as they occur.

**Welcome aboard** to LCDR Paul Shock who will take over the CLF/MCM desk. Paul is a recent graduate of the Naval War College and will help guide the Placement Branch through the move to Memphis. If you have noticed a lot of turnover in that desk over the last few months it is because we here at BUPERS have been facing the same personnel shortages as has the rest of the Navy. We reduced some billets, realigned PERS- 41, and transferred some officers to billets elsewhere. Paul should add some welcome stability to the desk and comes from both a CRUDES and AMPHIB background.

Many thanks to LCDR John Kersh and LT Chuck Colagiuri for standing in for a few months until we could get an officer transferred in permanently. r

*CDR Rich Landolt, PERS-413  
Head, Surface Ship Placement  
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## ○ Special Warfare {PERS-415}



**PCS moves.** If you have orders for 9710 detach and can move last minute in September as money becomes available, let us know. Those junior officers who have completed an AOIC or OIC assignment and have not reached their PRD, call me and let's get you moving to another career wicket.

**Lateral Transfer Candidates.** If you are in another URL community and are trying to transfer to SPECWAR, your package must be received NLT 30 June of each calendar year. Competition is fierce so if you have questions call this office. You must have received your warfare designation prior to applying and must have completed all obligated time for any schooling you have received. Remember to include a diving physical and the SEAL Screening Test (PT) results. All other information can be found in the MILPERSMAN Article 1420160.

**Stay in touch!** Margarethe and I can be reached at DSN 224-8327/8, commercial (703) 614-8327/8; fax (703) 614-8786 (Attn: PERS-415). Make a point to stop in if and when you are in the area. r

## ○ Surface LDO/CWO {PERS-414}



**Temporary (SPOT) Promotions.** The recently revised SECNAVINST 1421.3H of 14 May 1997, which covers temporary officer promotions, is in distribution. Several significant changes have been made to the instruction. Most notably, the instruction allows officers ordered to a SPOT billet to apply for selection consideration before actually reporting to the billet. Once selected by a BUPERS appointed selection board, appointments in the temporary grade of LCDR are effective on the date the officer reports to a qualifying billet or the date of Senate confirmation of the appointment, whichever is later. Retroactive appointments and back pay are not authorized. LDOs currently serving in SPOT billets and those interested should carefully review the instruction and contact your detailee.

## Assignment Opportunities.

Command	Rank	Billet	Fill date
NAVSCIATTS	LT	XO	ASAP
NSWU-1	LT	OPS	ASAP
NSWU-1	LT	OPS/PLNS	ASAP
NSWC DET YUMA	LT	INSTRUCTOR	ASAP
SDVT-1	LT	OIC	ASAP
SDVT-1	LT	OIC	ASAP
NSWU-4	LT	OPS	ASAP
NAVSEA	LT	SEAL PROGRAMS	ASAP
JICPAC	LT	SPECWAR	ASAP
NSWC KEY WEST	LT	INSTRUCTOR/XO	ASAP
SBU-22	LT	OPS	ASAP
SBU-20	LT	OPS	ASAP
SOCAPAC	LCDR	MAROPS	ASAP
SOC-K	LCDR	MAROPS	ASAP
SOCCENT	LCDR	MAROPS	ASAP
COMUSNAVCENT	LCDR	SEAL	ASAP
STKWARCEN Fallon	LCDR	INSTRUCTOR	ASAP
CNAVDODCOM	LCDR	SPECWAR	ASAP
OPTEVFOUR	LCDR	SPECWAR	ASAP
JCS	CDR	J-3 SOD	ASAP
US MILGRU EL SAL	LCDR	SPECWAR	9710 (DLI)

CDR Tucker Campion, PERS-415  
Head, Special Warfare Assignment and Placement  
p415@bupers.navy.mil

**Turnover.** Two of the absolute best Surface LDO/CWO detailers to have ever held the title have departed since our last issue. CDR Mike Scharf detailee for the Operations/Ordnance/ADP designators departed for the Ballistic Missile Defense office within the Pentagon complex. His relief, LCDR Gerry Roxbury, reporting from AFLOATRAGRULANT, is in the chair and continues the outstanding service. LT Chuck Schultz, detailee for the Admin/Deck/Physical Security/Bandmaster designators, has departed for USS NASSAU (LHA 4). LT Schultz's position will not be immediately filled and therefore his duties are being divided within the office. CDR Williamson will detail Admin/Physical Security/Bandmasters and LCDR Roxbury will detail the Deck community. The outstanding performance and professionalism of CDR Scharf and LT Schultz will be sorely missed by all of us at BUPERS. r

CDR Paul Williamson, PERS-414  
Head, LDO/CWO Assignment  
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## ○ Special Operations {PERS-416}



**Promotions Zones.** During November of every year, promotion zones are set for the upcoming fiscal year selection boards. Be sure to review the ALNAV when it comes out in late November/early December. Minor adjustments in the zones could have an impact on the assignments you request.

**LDO/Chief Warrant Officers.** BUPERS (PERS-21) is currently planning quotas for the January 1997 in-service procurement board. If you plan on retiring in FY98, please ensure I know your retirement date since it may have an effect on the number of CWO/LDOs that can be selected.

**Lateral Transfer Selectees.** Congratulations to the new members of our community. This year we selected seven SWO officers for lateral transfer to the 1140 community. All records reviewed were superb and the competition was exceptionally keen. Breakouts in FITREPs and additional

qualifications (EOOW/TAO) were key to a successful package. If you were not selected, try again next year.

### Assignment Opportunities:

Command	Rank	Desig	Billet	Fill
EODGRU 1	LT	6480	Staff RED/GEN	ASAP
EODGRU 1	LCDR	6480	Staff RED/GEN	ASAP
EODTEU 2	CW04	7480	INST TECH	ASAP
NAVSCOLEOD	LT	6480	ED FACILITIES	9707
MWTC	LT	1140	Instructor	9709
SURFLANT	LT	1140	EOD	9710
DET Sigonella	LT	1140	OIC	9710
PEP UK Kent	LT	6480	Trng Off	9711
NSWCD	LCDR	1140	PGM MG WEP	9712
NOC IND HD	LCDR	1140	INV CLT/RSS&I	9712
NOC D AMCCOM	LCDR	1140	Staff Liaison	9801
NAVSEA OOC	LCDR	1140	OOC 32	9801

**Stay in Touch and Keep Charging!** I can be reached at DSN 224-8327/8; commercial (703) 614-8327/8; fax (703) 614-8786 (Attn: PERS-416). r

CDR Gary R. Windhorst, PERS-416

Head, Special Operations Assignments and Placement  
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## Submarine Picture



{PERS-42}: DSN 225-0687; commercial toll free 1-800-526-3583; fax (703) 614-8609

### ○ Captain's Corner

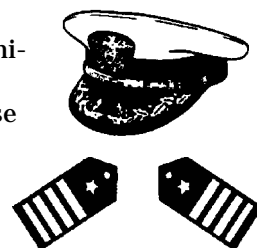
I am very excited to speak to you as the new PERS-42 Division Director, and eagerly look forward to serving you over the next two years to help your commands and staffs continue to be the best they can. During this time of constant change for the Navy, the need to personally detail and manage the career of each submarine officer is critical.

Communication remains the key ingredient in ensuring the most beneficial use of our personnel. I welcome your comments and suggestions to help ensure we "do the right thing" with regard to all our officer detailing assignments.

### Submarine LDO/CWO Future

Much has changed these last few years as we come to the final chapter of "right sizing." To help alleviate the uncertainty and apprehension resulting from

manpower cuts and the decommissioning of AS/ASRs, a preliminary assessment of the Submarine LDO/CWO billet base was completed in September 1996. This assessment found us struggling to meet cold war requirements with force level cuts driving a situation of over manning. At that point, the Submarine Force Leadership set a goal to develop a strategy to provide for long term LDO community health and ensure satisfactory career progression and professional development through the paygrades of CDR and CW04. We started by evaluating exactly what the Submarine Force needed from the LDO/CWO community, one designator at a time. In consultation with the Senior Submarine Leadership and calling on a number of experienced LDOs, we began building attractive career paths for each designator that ensure competitiveness and long term health.



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**Perception.** Through your inputs we learned that there was a perception the submarine LDO/CWO community was in need of repair. You were seeing low accessions, reduced promotion opportunity, and high numbers of Selective Early Retirements (SER) for our CDRs, LCDRs, and CWO4s and concluded that there was a fundamental problem in our communities. What you didn't see was the growing mismatch between billets and bodies. Because of this over manning, numerous Submarine LDO/CWOs were serving in billets outside of their community. This distribution inequity masked the over manning problem, and hindered the real solution. In FY96 we had 161 LDO/CWOs outside of the Submarine Force billet structure. We have drastically improved that to only 45 today.

**Needed adjustments.** There are some areas where adjustments are being made that will benefit both LDO and 1120 communities. First, we will be placing Weapons LDOs (6260) back on Trident submarines as AWEPS. This will relieve the manning stress in the 1120 community and replace the Weapons LDO sea billets lost by the decommissioning of FBM submarine tenders. These growth billets are needed in support of the Strategic Weapons Program, an area with growing dependence on LDO expertise. Second, Nuclear LDOs (6400) will provide new attack submarine (NAS) first increment new construction manning. This will place shipyard and test program experienced people onboard and allow the 1120s to stay operational. Also, for the 6400 Nuclear designator, there will be changes in the reactor and engineering department billet designators to provide for career progression to the position of Chief Engineering Officer on CVN 68 class carriers, and more sea duty opportunity. This will provide a larger base of nuclear officers to support propulsion plant maintenance and reactor department watch standing duties.

**Performance.** Another concern was that with the loss of the AS/ASR and sea duty opportunity, promotion opportunities would drop. Present promotion selection board results show there is no correlation between sea duty and promotion. Promotion boards look for *performance*.

**Quick look.** The submarine LDO/CWO community health has rebounded and we are in a strong position to support the Submarine Force and CVNs into the next century.

- 4 We have reached body-to-billet parity.
- 4 CDR and LCDR promotions are above the ALNAV promotion opportunity.

4 CWO promotions are at or above the ALNAV promotion opportunity.

4 Accessions are on the upswing.

4 We have strong Flag support to do all that's required to maintain the community health.

4 Selective early retirement numbers are coming down.

We are also making minor adjustments to the billet base in other designators when it makes sense to do so.

**Conclusion.** In general, health in all designators was restored by achieving billet/body parity. When over manning is eliminated, as it has been, accessions rebound, promotion opportunity increases and the need for SER is diminished.

More significant perhaps is the enormous support our community has from the most senior leadership levels throughout the Submarine Force. The future is bright for Submarine LDOs! r

CAPT Jerry Talbot, PERS-42  
Director, Submarine Distribution Division  
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## **O Detailer Notes**

### ***FY99 Department Head Screening Board***

The FY99 Submarine Department Head Screening Board will meet in October 1997 to screen YG92 officers. All eligible officers should ensure their records are up to date. The end date for the last regular fitness reports for LTs being considered is 31 Jan 97.

### ***Split Tour Opportunities***

Department head split tour opportunities are more limited than in previous years, but still offer an excellent means to broaden an officer's background and experience. Opportunities include external split tours to either Submarine Liaison Officer (SLO) on a Carrier Group/Cruiser-Destroyer Group staff and Radiological Controls Officer (RCO) at a submarine repair facility. While internal split tours to different billets on the same ship are still possible, they are less likely due to reductions in average department head tour lengths below 36 months.

You should have completed 18-24 months of your department head tour to be considered for a split

tour. Listed below are several split tour billets which are available over the next 12-15 months:

<u>Billet</u>	<u>Activity</u>	<u>Location</u>	<u>Avail Date</u>
RCO	TRF Bangor	Bangor, WA	9803
SLO	CARGRU Five	Yokosuka, JA	9810
SLO	West Hemisphere BG	Mayport, FL	9811
SLO	CRUDESGRU Five	San Diego, CA	9811
SLO	CARGRU Four	Norfolk, VA	9811
RCO	NSSF New London	Groton, CT	9812
SLO	CARGRU Six	Mayport, FL	9902
SLO	CRUDESGRU Two	Norfolk, VA	9902

All of these billets involve a 1-2 month training track en route, so contact LCDR David Kirk at least 12 months prior to your desired split tour rotation date.

### **SOAC Dates and Dept Head Detailing**

<u>CLASS</u>	<u>CONVENE</u>	<u>GRADUATE</u>
<u>FY98</u>		
98010	03 NOV 97	17 APR 98
98020	05 JAN 98	05 JUN 98
98030	23 FEB 98	24 JUL 98
98040	20 APR 98	18 SEP 98
98050	08 JUN 98	06 NOV 98
98060	20 JUL 98	18 DEC 98
98070	08 SEP 98	19 FEB 99
<u>FY 99</u>		
99010	16 NOV 98	30 APR 99
99020	04 JAN 99	04 JUN 99
99030	08 FEB 99	09 JUL 99
99040	05 APR 99	03 SEP 99
99050	24 MAY 99	22 OCT 99
99060	12 JUL 99	10 DEC 99
99070	07 SEP 99	18 FEB 00

SOAC class assignments are based primarily on PRD. SOAC class sizes have been limited to 18 students due to the reduced number of submarines and a reduction in manning at Submarine School. This is resulting in a small number of officers who must be shifted between classes to equalize student loading, but these shifts normally involve only a 1-2 month delay in detaching from the current command. Junior officers on their shore tour should contact LCDR Kirk about 9 months prior to their PRD to confirm SOAC class assignments and to update duty preferences.

### **PNEO EXAM**

8 SEP 97	22 SEP 97
6 OCT 97	7 OCT 97
3 NOV 97	4 NOV 97
1 DEC 97	2 DEC 97

### **Job Advertisement and Selection System (JASS)**

Submarine junior officers continue to be the only officer community testing and evaluating JASS. As such, your comments and suggestions are valuable resources which will be used to shape the detailing process in the future. LT Michael Brunner is available to answer any question you may have regarding JASS or the JO detailing process and welcomes any feedback you may have. Here are answers to some recent questions.

**What is JASS?** The Job Advertisement and Selection System (JASS) is an on-line bulletin board system used to advertise the junior officer shore duty billets which will be filled at their PRD. In use since November 1996, JASS was developed by BUPERS as a bridge to the future detailing computer system which will be installed in Millington, TN. JASS is currently being used by several enlisted rates; however, submarine junior officers are the only officer community authorized to use JASS. JASS allows junior officers to view a prioritized list of shore duty assignments available at their PRD. It also allows them to submit specific preferences in rank order and input amplifying text directly to their detailer. This program has greatly enhanced the communication between submarine junior officers and their detailer.

**How do I get access to JASS?** Every submarine can establish their own JASS account. Follow these simple steps to establish a JASS account for your command. First, the software and instructions must be downloaded from the JASS Bulletin Board. The phone number is DSN 288-841 or (202) 433-8411. If you encounter any problems downloading, the JASS help desk number is DSN 678-5511 or (504) 678-5511. Second, the command representative must be designated in a letter with the following information: Grade/Rank, First and Last Name, SSN, PRD, Job Title, and Command UIC. The letter must be signed on command letterhead, and sent or faxed to the following address: BUPERS (PERS 4G--security section), FB #2 Navy Annex, Washington, DC 20370. The fax number is (703) 614-4364. Note that though the procedure is similar to that used for BUPERS Access, the systems are completely different and entirely independent. Accounts are activated 24 hours after receiving the commands request, so the whole process should only take 2 or 3 days.

**Do I still need to talk to my detailer if I put my preferences on JASS?** ABSOLUTELY. JASS in no way eliminates the need for junior officers to talk to their detailer to ensure that he understands all of the specific concerns and desires regarding their shore duty preferences. This communication can be via phone conversation, e-mail, fax, or letter. JASS is merely a bulletin

**Continued on pg 29**



# Aviation Picture



**Fax: DSN 225-1715, commercial (703) 695-1751**

## ○ Captain's Corner

We are not computer geeks. I swear that your detailers and placement officers are not the kind of guys who populated the AV club in High School. Heck, we think glass cockpits are just an invention to make instrument checks more difficult. However, generation X has produced some stash Ensigns for us who are cyber-friendly. The net result is **WE HAVE A WEB PAGE**. See our pictures, learn about our interests, enter a chat room about detailing issues, surf the web for exciting career opportunities, big prizes. Okay, we're carried away here, we will publish some jobs and maybe answer some of your frequently asked questions (FAQ's for you real computer wiz's). Stop by if you're online: <http://www.navy.mil/homepages/bupers/pers-4/pers-43/homepage.htm>. Please memorize this. It will be a required memory item on all NATOPS checks starting next fiscal year.

Many of you are aware of funding shortfalls that created a PRD bow wave. Late fiscal year PRDs were pushed into next fiscal year. Funding relief has arrived, and some additional orders are now being released. We will use this reprogramming to move officers rolling from sea duty, from overseas assign-

ments, and from the training command to the FRS.

We receive numerous requests for PRD extensions. Often the justification is that the extension will set the officer up for retirement, help the kids with schools, put you past the 26 year point, etc. Currently extensions on shore duty are tough for us to approve. We realize that personally the extension makes sense but we have to look at the officer who is at sea or overseas who must extend to wait for shore duty to open.

A few numbers may help, this chart shows you the equation we'll try to solve between July 1997 and January 1998:

	<u>BILLETS</u>	<u>BODIES</u>
CAPTAINS	106	83
COMMANDERS	360	126
LIEUTENANT COMMANDERS	216	109
LIEUTENANTS	637	274

Many of these billets are at sea. Our priority is to fill the ships and sea going jobs first. We look forward to hearing from you. r

**CAPT Bob Besal, PERS-43**  
Director, Aviation Officer Distribution  
e-mail [p43@bupers.navy.mil](mailto:p43@bupers.navy.mil)

## ○ Aviation CDR Detailer {PERS-431}



Lately, I've been thinking a lot about how BUPERS communicates with the people in the fleet. We have several very reliable ways to communicate (except for a short period in mid-July when we were getting a new and improved e-mail system installed). As I have stated in previous editions of *Perspective*, early communication with your detailer is a key component for success. A year out is not too early, even if you are in command.

What is the best way to communicate with the detailers in PERS-431? Good question! E-mail provides the benefit of written communication with the speed of electronic transfer. It is also usually avail-

able whether you are at home or deployed, and is accessible to the detailers when they are away from the office. I suggest you consider this as your primary means to begin the detailing process. Remember to include your real name and social security number.

There is nothing like actually talking to the people who are detailing you and you should feel free to call us anytime to discuss career paths and/or detailing. With the advent of voice mail, back door numbers have become a thing of the past. If we are on the phone, away from our desk, or talking to another officer, your call will automatically transfer to voice mail. **PLEASE LEAVE A MESSAGE** and we will get back to you as soon as possible.

The aviation web page has been up and running since late July. This is an excellent way to promulgate information to the fleet. Check it out at <http://www.navy.mil/homepages/bupers/pers-4/pers-43/homepage.htm>

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www.navy.mil/homepages/bupers/pers-4/p-43/homepage.htm or <http://www.ncts.navy.mil> to gain access to all Navy web sites. Since there is nearly unlimited opportunity for growth, please use the feedback mechanism to make the site better.

If you're a bit intimidated by all this technology, we are happy to receive your hand written letter through the mail. Please allow sufficient time for delivery. The absolute best way to communicate with your detailer is in person. Sitting at your detailer's desk and

watching the process he goes through can be extremely enlightening. If you have the opportunity to visit, bring along some JOs so they can learn early on what really goes on at the Bureau.

Stay safe, keep in touch, and never try to re-center a high ball in close! r

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**VF**

Since I broke the "golden rule" of exceeding the average "fighter guy's" attention span with my lengthy (I would like to call it "in-depth") article for *Perspective* last edition, I've decided to keep this one short. Prior, we discussed what constitutes a "valid" billet and job preferences. This edition, I'd like to follow up on that train of thought by discussing what occurs between taking your preferences and orders being released.

First, it is important that an officer states their job preferences to their detailer in a timely fashion--one year to 9 months prior to the PRD being a conservative estimate. This will allow the detailer to look into the future and maximize the chances of proposing one for that requested billet (remember, the "good" billets always go fast, the others, well...) when it first becomes available. Additionally, it will allow the detailer more time to order and review the microfiche and notify that person whether the requested billet is

a suitable match or if another option should be considered. If the detailer doesn't believe individual's desires can be accommodated then he (read, I) will inform that individual with the reason why. Remember, it is the job of the detailer to make his/her personnel as competitive as possible for both CDR and Command.

Once a billet is chosen, one is not out of the woods yet. The proposal will go through a "chop chain" prior to orders release. The "chop chain" (see RADM Maslowski's July-August

'97 *Perspective* article for "chop chain" composition) checks for such things as sea-shore rotation, time on station requirements, gaining/losing manning consideration and in certain circumstances, approval by the gaining command. This takes anywhere from a few days to a few weeks and is the reason why the detailer cannot state with certainty whether or not one is going to their desired command. Once the proposal is approved by the entire chain the constituent will be notified and orders released. I realize

that this may be considered "elementary" to many of you "old salts" familiar with the process, but I believe it is important to periodically review these steps to ensure the maximum satisfaction for all parties involved in the detailing process.

Last, there may be some who are not aware of the changes to the Aviation Command Screen Board and Department Head Board. Both have slid to account for the late release of the CDR results. The new dates are 22 September to 3 October for the ACSB

**VQ**

Don't panic, just because a new guy has taken over the detailer desk! You're probably thinking, "oh no, all that time and effort kissing up to Brad for that great set of orders was a waste of time". Maybe not.

DC is a great place to be. The learning curve has been seriously vertical. But one of the things I have learned is if you have a PRD of FEB 98 or earlier and you do not have orders or are not "proposed" in a job yet, then you are farther behind the power curve than I am. If you fall into this category call me ASAP. Remember to have a realistic "desire list" and talk it over with your XO first, if possible.

I will be traveling out to meet you all over the next few months and to introduce myself. I am looking forward to meeting and working with each and every one of you within the detailing window. If you don't already know, I will be making the move to Memphis with BUPERS next June, maybe July but certainly before the turn of the century. Looking forward to seeing you in the fleet. r

LCDR Dan Doster, PERS-432U  
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and 14 October to 17 October for the Department Head Board. If you haven't checked your microfiche yet it's not too late (but rapidly getting there). Additionally, if you have received a FITREP within the last 9 months assume it hasn't been transferred to microfiche yet and please fax a copy addressed to me at DSN 225-1751 and I'll take it from there. Best of luck to all of you eligible this year for the Board. r

## VAW/VRC

*"You can't always get what you want, but if you try some time, you might find you get what you need."* Mic Jagger, cultural icon for a generation, was probably not singing about the "Triad of Detailing" but it is remarkably apropos. Detailers too have a NATOPS Manual of a kind called the 'Officer Transfer Manual' (NAVPERS 15559) or OTM. It states that the mission of detailers is three-fold:

1. Assign the best qualified officers to meet needs of the Navy as defined by the approved officer billet file.
2. Assign officers to billets which develop their professional expertise
3. Assign officers sensitively ... (no kidding)

These three factors comprise what the OTM calls the 'Triad of Detailing' which in short is: needs of the Navy, career needs, and desires of individual. Note that these three factors are listed in order of priority. In other words, the Needs of the Navy side of the triangle is the longest. A good detail is when all three factors fall together. For example, the FRS needs pilots (1), the FRS is career enhancing (2), and the officer wants to go to the FRS (3). On occasion however, the long arm of the Triad prevails and an officer receives orders he did not request or even want. I am not being trite, it is just a fact of military service that the Fleet will be manned by qualified officers.

However, when all is said and done, the Bureau makes every effort to accommodate all three sides of the

Continued on pg 24

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## O Aviation Community Manager's Corner

**What are the facts about Naval Aviation retention?** Retention behavior is measured by Cumulative Continuation Rates (CCR) and resignations. The CCR quantifies observed retention behavior in the cohort of aviators in their 6<sup>th</sup> through 11<sup>th</sup> years of service. The FY96 CCR was 52% for Navy pilots, and 59% for NFOs. This is an improvement over pre-drawdown average CCRs of 35% for pilots and 50% for NFOs. Resignations provide another look at aviator retention. This year's combined pilot and NFO resignation rate is within one percent of last year's.

Future retention is better indicated by Aviation Continuation Pay (ACP) contracting rates. TACAIR pilot ACP obligation rates have diminished for three consecutive years. This portends declining retention. Coincidentally, aviation YGs 91 through 95 are underpopulated as a result of past downsizing actions. Therefore, we need to achieve unprecedented retention rates within these YGs to fulfill outyear manning requirements. (On a positive note, their small numbers means that aviators in these YGs will experience exceptional career milestone screening opportunities.)

In short, "everybody" is not getting out, at least not in the next nine months. In raw numbers, most sub-communities have fewer resignations this year than last. Yet, low ACP take rates signal a future decline in retention. This, in conjunction with the requirement to increase retention in the near future, is legitimate cause for concern.

Leadership is actively seeking to effect change that will meet this challenge head on. A joint Air Warfare, BUPERS, TYCOM panel has been commissioned to develop initiatives that mitigate "dissatisfiers" prominent in Naval Aviation today. And, while pay isn't everything, current legislative proposals to enhance the Bonus and Flight Pay will potentially offset a civilian-military pay gap. Furthermore, we are energetically participating in a DoD study to revamp the entire structure of aviator compensation. The bottom line--senior Navy leadership recognizes the issues and no single course of action will suffice. They are engaged.

This is my final article as the Aviation Officer Community Manager. My relief, LCDR Bernie Ryan, is ready to take the controls and continue promoting the interests of the Navy's finest community. In the meantime, my assistant, LT Dan Smith, and I are moving out from behind our desks, well beyond the Beltway, and back into the ready room. We look forward to seeing you out there.

CDR Rick Ryan, PERS-211V  
Aviation Officer Community Manager

As I head back to the fleet and VP-9, I'd like to take this opportunity to express my thanks to everyone I've worked with as a VP detailee. I look forward to working with you again back in the fleet! My relief as the VP sea detailee is LCDR Adam Smithyman. He brings a wealth of BUPERS knowledge from PERS-40 where he was a Rating and Assignments Officer (RAO). I'd also like to say farewell to LCDR Bob "Yo" Adrion as he heads south on I-95 to the Marine Corps Command and Staff College in Quantico, Virginia. He is relieved by LCDR Bill Johnson coming from his department head tour in VP-1.

**Disassociated sea tours: the good, the bad, and the ugly.** The *good news* is that JOs rolling to sea have more choices for billets and locations (pick a number from 62 to 76). This is due largely to the fact that many JOs are opting for an alternative career path (CIVLANT/PAC). My advice as the sea detailee is to call early in the 9-12 month detailing window if you are ready to commit to doing a disassociated sea tour. Most orders are "first come, first to sea."

The *bad news* is that everyone can't stay in the cockpit. While we still need hard-charging officers to fill our special projects squadrons, there is also a need for aviators on carriers and afloat staffs. Additionally, priority will be given to carriers that are working up to deploy. This is a function of more billets than aviators.

*Now for the ugly.* For those of you who still have remaining obligation and do not wish to continue your career in the Navy or go to sea, most will **NOT** be extended on shore duty or allowed to leave the Navy without fulfilling your obligation at sea. However, if you comply with the guidelines in the MILPERSMAN, you will not serve in your gaining command beyond your obligation. I frequently get questions concerning this situation and after my response, I usually hear a jaw hit the ground and words of disbelief. The reason for enforcing the rules more closely is that there are aviators on carriers that are being extended beyond their PRD and some who are close to the point that it will affect their career path timing. This is an impor-

### Naval Postgraduate School

**SLAM**—What is that noise? It's the sound of the door closing behind "Baggs" as he heads back to the fleet. What a relief! I've truly enjoyed my time in DC and highly recommend everyone do at least one tour here. I would like to thank the fleet for all the support. It has been a tough year for the Education program due to the reduced number of quotas and PCS funding shortfall—standby for more to come. At this time, I would like to introduce LT Steven Barnett, my replacement. He is coming from VP-46 in Whidbey Island, Washington. He has a great community reputation and excellent professional record. Steve, welcome aboard. I wish you very much success. God Bless, Baggs.

Now for some frank talk on fully funded graduate education. The Navy has had to make some tough decisions with regard to graduate education. The number of aviators authorized to attend Naval Postgraduate School for FY98 has been reduced to 52 people. When compared to 76 for FY97 and 108 for FY96, this year's program has hit an all time low. There are no slots available in the non-technical curriculums or at civilian universities for this year. The competition for the remaining technical slots will be tough. Steve will have the Jan/March slate completed by the time you read this edition. If you have any questions about the availability of slots, give him a call.

### Foreign War College

Everything is on track. I still have two foreign war college slots available: Chile DLI 9806/school 9901 and Brazil DLI 9804/school 9901. Foreign war college is a great deal. Besides earning JPME-1 credit, you and your family will spend at least 6 months in Monterey (DLI) and then PCS to the host country for a year. r

LT Steven Barnett, PERS-432J  
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tant issue and one that we in PERS-43 are committed to doing the right thing.

As you speed down the information highway, take the time check out the PERS-43 homepages on the BUPERS website. There is a page for each community that will be on-line by the time this is published.

Hope everyone had a great summer. Don't hesitate to call or e-mail us if we can help you with orders or career planning concerns. See you back in the fleet! r

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LCDR Dave Smith, PERS-432P (VP sea)  
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## HELO (Shore)

Time flies when you are having fun. As we pass the half way point in the summer, I am working hard getting orders out for the first quarter of FY98, and beginning to shift my focus to second quarter moves.

The time is also approaching for two major boards, the command screen and the department head board. As mentioned before, these boards have been moved back several weeks, command screen to 22 Sept and department head to 14 Oct. I cannot stress enough how important it is to ensure *your* record is up to date and complete. Use letters to the President of the respective boards to forward additional information. I can help you but you need to show the interest.

For the post-department head rollers, I would recommend either going to a major Navy staff (OPNAV, BUPERS, NAVAIR) or a joint duty assignment. Major Navy staff is my new term for what used to be considered a DC tour. With BUPERS and NAVAIR relocating from Washington, DC, the term "DC tour" is slightly outdated. Also remember that the primary factor that improves your chances at CDR and command screen, is what you do competitively in your operational department head tour.

For pre-department heads, awaiting the LCDR results and department head slating, we are going to have to wait to see where you are slated to see how much time you have between your present tour and department head slot. This timing will drive what options we have available for you during your detailing window. Some options are FRS, Wings, and other staffs. I will also look at War College and Postgraduate School; however, the aviation quota plan for both of these options has been cut by about 40%.

For first tour individuals, I'm still recommending the FRS or training command for a flying first shore duty. Both of these billets are highly sought after, and therefore very competitive in nature. For non-flying tours, there are lots of available options including recruiting, NROTC slots, and staff jobs including BUPERS.

As always early and timely communications with the detailer is critical to achieving a "good detail". I can't get you what you want if I don't know what it is! Looking forward to continuing our discussions via whatever means available. Fly safe and keep your turns up. r

*LCDR Mike Coughlin, PERS-432Q  
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## VFA

Tuesday, 0910, NAVY ANNEX RM 2727: The call comes in. Another community trying to take some money from our FRS. Get a paper up to the Admiral showing current fleet manning and justifying Hornet FRS quota requirements. Speedy and I fire up PowerPoint and launch into high tech graphics and charts. After some vectors from the boss, we are ready for the fight. En route to the copier, we get the word that it's sour with a "low toner" light. We quickly divert to the alternate copier only to find a couple of bogeys circling. Speedy accelerates and drags them off with questions on car pool tactics while I roll in and lay waste to some trees. Getting ready to depart, I engage the "auto stapler" on the copier and find it winchester staples! Thinking quickly, I revert to the manual stapler next to the machine and join up with Speedy on the way to the Admiral's office. Arriving to a clear deck, we drop off the brief and head back to await further tasking. Shortly after arriving back at the office, one of the flag staffers drops by to debrief us on the lineup of the brief on the paper. When all is said and done, we head down the hall for a coke and a slider. You just can't get this kind of professional development in the fleet—you need to come to DC. Or, if this sounds too easy, go joint!

Seriously, for the department heads approaching the end of their fleet tour, it is time to start thinking joint, JPME, or DC. Although there are fewer War College quotas next year, there are still many opportunities to get started on your joint qualification. The officers that screen for command next month will be vacating some great jobs throughout the world that need to be filled. Let me know your preferences early on!

For the junior officers, PEP billets and slots at the FRS remain the most competitive. However, there are many other flying jobs available. The F/A-18E/F will be arriving in China Lake in the next year and will require fleet expertise for testing and evaluation. Although the FRS is close by and familiar to you, consider some of the other flying options available!

Please call anytime to discuss you career path and future assignments, as well as some real flying stories! r

*LCDR Mike White, PERS-432F  
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## VAQ/VAM

**EA-6B/A-6E.** As evident in recent promotion and screen boards, although the aircraft is gone, the skills and expertise of A-6 officers are still highly prized commodities. Similarly, the VAQ community is rapidly becoming recognized and rewarded for its expertise in strike warfare. The aviation major command screen board in June resulted in selection of the first EA-6B CAG in ten years and another A-6 CAG. Three more A-6/EA-6B CAPTs selected for major shore commands (e.g., CVWP, NAS Whidbey, etc.) and two A-6 CAPTs for major command at sea (ships). One A-6 CAPT was also selected for sequential command of a CVN. The best news is that major command is only one step away from Flag selection. The VAM community already has eleven admirals and the VAQ community is ready to develop our next Flag as career potential continues to improve with the community growing in size and significance. Today's JOs can certainly look more optimistically at future EA-6B career paths.

**Special Programs.** Every officer is always encouraged to take advantage of all the special programs available to them (e.g., Warfare transition, TPS, NASA, FAO, TAR, etc.). However, the details concerning application deadlines and eligibility requirements can be confusing. As a general rule, if one of the special programs significantly interferes with your career timing or keeps you on shore duty for an abnormally long period of time when your shipmates are being extended on sea duty, as your career manager I will recommend disapproval of your special program application. Timing is critical for special programs. Statistics are encouraging for those with the proper timing. VAM/VAQ communities have had several A-6 officers transition to other aviation warfare communities, one officer selected for AEDO, three officers get selected for TAR and one for the

astronaut program just within the last year.

**As a post-DH,** think joint to enhance promotion chances. Last year 15 of 21 VAM/VAQ post-DHs went either to JPME Phase I or directly to joint commands. Additionally, 6 of 8 VAM/VAQ war college grads went directly to joint commands (2 remaining to OPNAV/Flag Aide.) JCS is clearly one of the most career enhancing but also the most competitive. Unified commands (USACOM, CENTCOM, etc.) major joint commands (STRATCOM, TRANSCOM, etc.) and OSD also provide great joint opportunities (if available). Joint billet availability, just like every other billet, depends heavily upon timing and priorities dictated by needs of the Navy.

Finally, I know that getting in touch with your detailer can be an extremely painful experience. Traditional phone calls are often the most masochistic, considering the time you are often holding on the line, but eventually reach me directly. E-mail and voice mail has proven very reliable but suffer a slower response time. The Aviation Detailer Home Page is now on-line and that will hopefully be able to answer some of your questions right up front. Please use this extensively and feel free to give me as much feedback as you can as to what would be the most useful to you on my individual home page so that we can make the new system as helpful and as user-friendly as possible. Fly safe. r

*LCDR Brian "Hinks" Hinkley  
e-mail p432k@bupers.navy.mil*

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## HELO (Sea)

For those of you who have called, e-mailed, visited or submitted preference cards, thanks! Early contact with me is the first (and most important) step in the detailing process. If you are inside of a year and you haven't started this all important process, you need to get busy. There's never a better time than now!

I'd like to take a moment to answer a couple of questions I've had posed to me by some of you in recent conversations. I've had several questions regarding overseas tours and "aren't they considered sea duty tours." The only overseas tours that are considered sea duty are tours on forward deployed ships, deploying squadrons, or sea going staffs. There are no overseas C-12 jobs that are considered sea duty. So, if you are currently on shore duty, you are up for sea duty orders for your next assignment. Another question that has been asked is the possibility of going from shore duty to shore duty. Again, if you are currently on shore duty, you will be up for sea duty orders.

If you have attained a qualification that you want added to your record, let me know. A faxed or mailed copy of your designation letter along with a "heads up" that it's inbound is all I need to get the process started. With the next round of statutory and administrative boards being just around the corner, now is the time to get that record up to date.

I'm currently filling jobs on Amphibs, CVs, and DESRON/CVW/CARGRU staffs on both Coasts and Japan during the 9809-9812 time frame. If you are interested in a sea going Flag Lieutenant job, let me know. Don't miss a great opportunity to get a career enhancing set of orders. r

*LCDR Rudy Lupton, PERS-432H  
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## VS

This is my farewell *Perspective* article. I've enjoyed the past two years here at the Bureau but I'm past due to get back to the fleet. So it gives me great pleasure to write this last article and introduce my relief. The new VS detailer is LT Paul "Chester" Foster. I'm writing this article before he is onboard but I'm told that he is in his car and on the way. He is coming from COMCRUDESGRU 3 where he was the Flag Lieutenant. Prior to his disassociated sea tour, he was an instructor at the FRS. After his last two tours he considers himself to be a West Coast guy but his first tour was with the Topcats of VS-31. By the time this edition reaches the fleet he will be in place taking your calls.

I'm leaving the Bureau after having seen numerous changes and improvements. Computers have been upgraded and recently installed with Windows 95 and Microsoft Office. E-mail has become a necessity to the detailing process. Shore duty commands are being manned according to the authorized NMP level. Lastly, sea duty, training command, and accession programs have been given the priority we need to keep airplanes flying off the boat.

See you in the fleet. I won't be the detailer. The tongue will be sewn back up and healed. Good luck Chester .... r

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## Restricted Line, Staff Corps, TAR

### ○ Engineering Duty {PERS-445}



fax: DSN 223-1230; (703) 693-1230

command jobs do require broad backgrounds which can only be obtained by moving. Having said all that, we will again be looking for extensions or no cost same geo-area moves wherever possible in preparing the FY98 slate. If you have a PRD in FY98, and would like to extend, talk to your mentor or call us as early as possible.

### Office Changes

The ED detailer office is just starting to settle out after numerous changes through the summer. LCDR Tom Schauder transferred with no relief (billet deleted). CDR Steve Joseph was relieved by CDR Steve Petersen and CAPT Dan Hickey was relieved by CAPT Doug Rau. With the loss of a billet and the downsizing of the office (Ms Thompson will be returning to NAVSEA summer of 1998, and Paulette Allen has retired) our same high level of support, especially during selection board periods, may be difficult to maintain. Now more than ever, you need to review and correct problems with your personal record early in the process.

### PCS Funding and Extensions

Although we have a good record of managing our PCS tour lengths, the long term funding outlook mandated by Congress reveals that we, as a community, need to increase our average tour length and average time on station in one geographic area in order to reduce PCS costs. Balanced against these increases is the possible negative impact on career needs. EDOs in general are not ticket punchers, but many of our

### Lateral Transfer Process

The Lateral Transfer board meets semiannually during the months of April and October. Application packages must be submitted 75 days prior to the selection board convening date (see MILPERSMAN article 1020150). It is too late for the October Board, but applications for the June 1998 Board are now being accepted.

The Engineering Duty (ED) Officer community accesses all of its officers from the unrestricted line communities. There are two accession pipelines: ED Option Program and Lateral Transfer process.

**ED Option.** There are some Officer Candidates/NROTC/USNA graduates who enroll in the ED Option program at the time of initial appointment. These officers have demonstrated a strong academic aptitude in their undergraduate engineering studies and must attain a requisite warfare qualification prior to exercising the ED Option request. If you are an "Option" and have your qualification, call us for details.

**Lateral Transfer.** The majority of EDs are accessed from the lateral transfer process. The following sum-

marizes some of the basic requirements/preferences for ED candidates:

- Complete a minimum of 24 months of active commissioned service. We prefer 4-8 years of service as a URL officer to attain valuable at sea/operational experience.
- Applicant must be warfare qualified. Surface and Submarine qualified officers are our primary applicants. However, 1140 and 13XX officers have also been selected from previous lateral transfer boards.
- Undergraduate degrees should be in engineering or in the physical sciences (normally B minus or better average/top third class standing).

### ***What to Expect After Being selected as an ED***

1. Your change of designator to 1460 will be initiated by PERS-445 in the month you rotate.
2. You will transfer at/near PRD or within one year after selection from the lateral transfer board.
3. Typical first tour will be at the Naval Postgraduate School or M.I.T. to attain an MS degree in a recognized ED engineering curriculum.
4. Complete 7 week ED basic course at the Engineering Duty Officer School, Port Hueneme, CA.
5. Complete Engineering Duty Qualification Program during a follow-on tour at a Naval Shipyard, Supervisor of Shipbuilding office, Naval Surface Warfare Center, Ship Repair Facility, SPAWAR, etc.
6. After successfully completing steps 1-5 you will be a fully qualified ED with a 1440 designator.

### ***ED Postgraduate Education Opportunities FY98***

For the newly selected EDs the following is a list of FY98 postgraduate education opportunities:

<u>School</u>	<u>Curriculum</u>	<u>Subspecialty</u>
NPS Monterey	Naval/Mech Eng	XX54P
NPS Monterey	Electrical Eng	XX55P
NPS Monterey	Combat Systems Eng	XX66P
NPS Monterey	Space Systems Eng	XX77P
NPS Monterey	Computer Science	XX91P
M.I.T.	Naval Construction/Eng	XX51P
Auburn U or U of Oregon or U of Texas (Austin)	Chemistry	XX62P

For additional information regarding the lateral transfer process/postgraduate education please contact PERS-445B, Assistant ED Detailer, CDR Steve Petersen.

### ***EDO Web Page***

Utilization of the homepage(which can be found at <http://www.ncts.navy.mil/homepages/bupers/edo>) is increasing monthly, as well as the amount of information of general interest. Tune in to your web page for instantaneous information on board results. As the status changes we should have the updates on the homepage within 24 hours. Continue to use the job listings as we will be uploading a new slate each quarter. Let us know what else you want to see.

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CDR Steve Petersen – DSN 223-1232, (703) 693-1232  
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**○ Aerospace Engineering & Maintenance Duty {PERS-446}**  
**DSN 224-4869; commercial (703) 614-4869 fax: (703) 693-0163**



### ***Aerospace Engineering Duty Officers: A Rich History ...***

Naval Engineering specialization and the seeds of the Aerospace Engineering Duty Officer (AEDO) community date as far back as 1842 when Congress authorized the Corps of Naval Engineers to meet the growing technical complexities the Navy faced during its transition from sail to steam. Movement to specialization continued when in 1866 Congress authorized the Construction Corps. In 1899, this trend toward

specialization suffered a setback with the disestablishment of the Corps of Naval Engineers (the Construction Corps remained), but recovered and even expanded in 1916 when Congress authorized the selection and assignment of specially qualified officers for Engineering Duty Only (EDO). Further, in 1921 the Bureau of Aeronautics (the predecessor of the Naval Air Systems Command) was established and staffed with officers of the Construction Corps, EDOs, and Line Officers.



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Significantly, it was the naval Constructors of the early 1900s who played such a vital role in the development of early Naval aircraft. Working with early designers such as Glen Curtiss, and his pilot Eugene Ely, these individuals were instrumental in design, fabrication, and the establishment of test procedures for the first generation of Navy aircraft.

In 1929, RADM William A. Moffett, then head of BuAer, succeeded in getting a ruling from the Secretary of the Navy that "thirty-three officers of the Construction Corps and one officer of the Line, restricted to engineering duty only ... will be assigned to duty in the aeronautical organization." The following year a board convened by the Navy recommended the extension of the EDO concept to the Bureau of Aeronautics by creating an Aeronautical Engineering Duty category. It was not official until Moffett's successor, RADM Ernest J. King had legislation drafted to formally establish the AEDO group.

The bill was passed by the Congress on 5 June 1935. Forty-four officers, thirty-three of which were Constructors from MIT, made up the initial group of AEDOs.

With less than 50 officers (no Flags) prior to World War II, the AEDO community emerged from the war with over 300 members, including seven Flag officers. Capitalizing on the momentum gained from their greatly expanded wartime role, the AEDOs secured a firm legislative charter from Congress in 1947 under public law 381 which established the AEDO's numbers relative to the Line.

AEDOs became WEDOs when the Bureaus of Ordnance and Aeronautics combined to form the Bureau of Weapons in 1959. They became AEDOs once again in 1966, when the four material bureaus split into six functional systems commands.

In 1968 the size of the AEDO community was increased by 40%. This increase constituted the formation of the Aeronautical Maintenance Duty Officer (AMDO) community. Each community remains separate until officers achieve the rank of CAPT where, after two years time in grade, they combine as 1500s and compete together for Flag rank.

To reflect a growing role in managing the Navy's space systems, the AEDO and AMDO names were changed to Aerospace Engineering Duty Officers and Aerospace Maintenance Duty Officers in 1989. And in March 1991 VADM Bowes became Commander, Naval Air Systems Command becoming the first AEDO to become head of his parent organization. From the first community Flag, RADM Lawrence B. Richardson,

one of the initial AEDO selectees of 1935, to the latest flag, RADM Dyer, the AEDO's mission has remained essentially the same: program management of the acquisition of major aerospace systems; contract administration and supervision of contractor production efforts; research, development, acquisition, maintenance and logistic support of weapons systems; management of aircraft rework facilities and support of fleet staffs.

### *Joining the Community*

Applicants wishing to become part of this rich tradition must come from aviation warfare designators with strong competitive records. Four years of operational experience are strongly desired. Department Head experience, a technical bachelors degree and post graduate education are not required but significantly enhance any application. Test pilot school is also desirable. **The primary criteria for selection is strong performance as a fleet aviator or NFO.** For additional information, contact LCDR Clay Snaza, AEDO Community Manager, DSN 664-1680 x2180, commercial (703) 604-1680 x2180. E-mail [snazacj.nimitz@navair.navy.mil](mailto:snazacj.nimitz@navair.navy.mil). Or CDR Dave Wooten, AEDO Assignments Officer, DSN 224-4869, (703) 614-4869, e-mail : [p446b@bupers.navy.mil](mailto:p446b@bupers.navy.mil).

### *Test Pilot School*

The next Test Pilot School (TPS) board will meet on 10 December 1997 and will screen applicants for direct input into U.S. Naval Test Pilot School (USNTPS) class 116 beginning July 1998 and the Naval Postgraduate School/USNTPS (NPS/TPS) cooperative program (entry into class 119, January 2000). **Applications are due by 10 October 1997.** The following TPS board will meet on 15 June 1998. Applications for this board are due by 17 April 1998. BUPERSINST 1500.62 dated 5 August 1992 has information regarding these TPS programs.

**Board Eligibility.** Your eligibility to be considered by the board is determined by BUPERS. Your normal sea-shore rotation typically includes an opportunity for TPS. However, if your application makes you late for your department head tour, you will not normally be eligible for TPS. Keep in close touch with your Detailer and ensure you have discussed future career plans.

**NPS/TPS coop program.** All applicants who request the co-op program and are made eligible by their detailer are reviewed. A list of 25 candidates is made

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Continued on pg 31

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## VAW/VRC from pg 17

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Triad. The OTM states that "the desires of an individual are considered extremely important ... but cannot take priority over the career needs ... or needs of the service". In the end, if the Navy gets their officer, the officer is in a career enhancing billet, and he and his family are happy, the whole detailing process has been a success. As the VAW/VRC and Flying LDO detailer, I represent you and do my very best to get you the orders you want within the detailing process. r

LCDR Chris Plummer, PERS-432E  
e-mail p432e@bupers.navy.mi

### ○ METOC {PERS-449}

**DSN 224-0520/1 commercial;  
(703) 614-0520/1 fax: (703) 695-9925**

***Congratulations to our new Flag, CDR,  
and LCDR selectees!***

#### ***PCS funding continues to be an issue***

The 28 bow waved moves (\$400K) from FY97 into FY98 will result in continued PCS funding challenges for FY98. How can we help this situation? The answer is to maximize no cost local moves, minimize overseas to overseas moves, minimize coast to coast moves and roll officers at full PRD. These initiatives will help but we estimate similar bow waves will go unfunded in FY98. So who gets the moves and who doesn't? The FY97 bow waves go first, followed by priorities 1-4. Priority 1 is to or from training (NPS, NWC, BOAT). Priority 2 is to or from sea duty (MET, CVN, CCDG). Priority 3 is to or from overseas and priority 4 is CONUS to CONUS. The most likely candidates for non-funding are priority 3 and 4 moves, please be flexible and understand that this is a Navy-wide challenge.

#### ***Naval War College and Graduate School quotas***

**NWC.** For FY98 we have 1 senior and 1 junior quota (the junior slot has already been filled for FY98). These cuts are a result of the Navy seeking a balance between Joint coded billets and Navy funding of War College billets. What does the future hold? NWC quotas should remain at the lowered levels and more pressure will be placed on utilization of Joint AQDs (payback tours). Competition and timing for the remaining quota will increase.

**PG School.** Opportunities are outstanding. For FY98 the 1800 community expects to receive 18 M.S. quotas and 2 Ph.D. quotas at NPS Monterey and 1 Ph.D. quota at MIT. Since the start dates for NPS have been shifted to January and July (1800s only) we expect to split with nine in each class. Call for updated information and details.

#### ***Detailing trips***

A West Coast visit is planned for November 1997, followed by the annual WESTPAC trip in early 1998. We continue to encourage spouses to attend the community briefings and/or personal interviews. PCS moves affect the whole family; your spouse should know how we do the detailing and be afforded the opportunity to ask any questions he or she may have.

#### ***End strength***

End strength continues to modify our promotion and manning plans. The following table lists our future Authorized Strength in the out years. These are the legal "bottom line" numbers which drive our promotion, accessions and manning plans for 1800s. For example, at the end of FY98 (on 30 Sep 1998) we can not have more than 139 LCDRs; retirements,

continued on pg 40

	<b><u>FY97</u></b>	<b><u>FY98</u></b>	<b><u>FY99</u></b>	<b><u>FY00</u></b>	<b><u>FY01</u></b>
RADM	1	1	1	1	1
CAPT	29	27	27	27	27
CDR	82	79	78	77	77
LCDR	140	139	142	142	142
LT	112	106	105	105	105
LTJG	18	18	19	19	19
ENS	16	16	15	15	15
TOTAL	398	386	387	386	386

## ○ Cryptology {PERS-4410}



**DSN 224-3403**

**commercial (703) 614-3404;**

**fax: (703) 697-0992**

strong backgrounds in fleet and national cryptologic operations, and look forward to working with you on your next set of orders.

### E-Mail Addresses:

CDR MacDougall: p4410@bupers.navy.mil  
(CDR and above 1610/6440)

LTJG Pollard: p4410b@bupers.navy.mil  
(LCDR and below 161X/LCDR 6440)

LTJG Wilcox: p4410c@bupers.navy.mil  
(All CWO, LDO LT and below, 161X initial accessions)

Visit our web site at: <http://www.ncts.navy.mil/homepages/bupers/pers-4/pers-44/pers4410/1hm-pg.htm>

### PCS Afloat

The cornerstone of our core competencies as cryptologists is providing cryptologic support to tactical commanders while assigned PCS to fleet units. THERE IS NO SUBSTITUTE FOR PCS AFLOAT DUTY. The experience gained during a PCS afloat tour as a junior officer develops the critical skills required to fill our most demanding LCDR and above billets. Selection for PCS afloat duty is highly competitive, and as always, sustained su-

## ○ Intelligence {PERS-4411}



**DSN 224-3072/3; (703) 614-3072/3**

**fax: (703) 614-2198**

PERS-4411 will move to Millington, Tennessee by August 1998. Elements of the detailing, placement, community management and attaché functions of PERS-4411 will phase to Millington starting in June 1998 and will be complete by 1 August. Details of the move will be promulgated as they become available, however, at no point will support to the intelligence community be degraded.

The FY98 CDR Sea Screen Board, originally scheduled for July, was rescheduled to September 30, 1997. The reason for the change is to ensure that the FY98 CDR selection results are available before the CDR Sea Screen Board convenes. Hereafter, the

### New detailers in PERS-4410

LTJG Wayne Wilcox and LCDR Al Pollard have joined BUPERS this summer. Both of these officers bring with them

superior performance is the primary factor in the decision to send you to sea duty. Call/e-mail now to be considered for one of many PCS afloat fills for FY98.

### Naval Postgraduate School

Our NPS quotas for next year are firming up and are being filled rapidly. There are, however, a few openings remaining in EE(55P) class convening every quarter (JAN, MAR, JUL, or SEP 98); and Space Systems OPS (76P) class convening SEP 98. Contact LCDR Pollard if you are interested in filling one of these quotas.

### Lateral Transfer Opportunities

Congratulations to those selectees from the June 97 Lateral Transfer board. The next Lateral Transfer board is scheduled for October 1997. Packages for this board should already have arrived at BUPERS. Remember, packages must be received by BUPERS at least 75 days before the board convenes. As the Navy's executive agent for Information Warfare, cutting edge technology is central to our business. If you have been thinking about a change of designator and cryptology interests you, please contact LTJG Wayne Wilcox. r

CDR Sea Screen Board will be scheduled for the Fall time frame to avoid future postponements.

The 1630 Alpha Roster is now on Internet. To provide widest availability to the naval intelligence community, the 1630 Alpha Roster can be found on the newly established PERS-4411 Home Page. The Alpha Roster is identical to that found on INTELINK, and will be updated twice per year. BUPERS Home Page address is <http://www.navy.mil/homepages/bupers/pers4/pers44/pers4411>.

### Leaving Active Duty?

Continue your naval career with the Naval Reserve Intelligence Command. With over 100 units in 27 states, there's probably one near where you plan to locate. Contact the Reserve Intelligence Program Officer (RIPO) where you will be locating or CDR Steve Workman, TAR Detailer, at DSN 224-3072, commercial 703-614-3072.

## Intelligence Junior Officer Billets (PERS-4411)

Please contact LCDR Kohler if you are interested in any of these assignments:

Rank	Billet	Location	Fill Date
LT	JICPAC	Hawaii	9710
LT	NCIS Bahrain	Bahrain	ASAP
LT	NAVSUPPACT	Souda Bay	9805
LT	DMCA Stuttgart	Stuttgart	9710
LT	USSPACECOM	Omaha	9807
LT	SDVT 1	Hawii	9806

## Senior Officer Billets (PERS-4411)

Please contact CAPT Thomas if you are interested in any of these assignments:

Rank	Billet	Location	Fill Date
CDR	COMUSJAPAN	Yokota	9710
CDR	COMUSFORKOREA	Seoul	9804
CDR	Naval Attaché Finland	Helsinki	9902
LCDR	COMNAVFORKOREA	Chinhae	9710
LCDR	USCINCCENT	Riyadh	9805
LCDR	DHS Bahrain	Bahrain	ASAP
LCDR	DHS Ft Meade	Maryland	9710 r

## ○ Public Affairs {PERS-448}

DSN 224-2708;

(703) 614-2708; fax: (703) 614-5186

### Public Affairs Today

With a 165X Special Duty (Public Affairs) designator you join a select group of officers charged with representing the Navy in the most visible and demanding positions. "Telling the Navy story" is more important than ever, as we strive to garner greater public understanding and support, and to fully inform Navy people on the issues affecting their careers and families. Public Affairs Officers are assigned all over the world. Many serve on large staffs, such as a fleet commander-in-chief, or as the PAO for a large naval base or station. The billets are located afloat and ashore - aircraft carriers, type commands, numbered fleets, major shore commands, headquarters activities and joint staffs.

### Lateral Transfer Opportunity

The Public Affairs community is looking for high quality naval officers who want to be at the front line of critical Navy programs and operations. If you are an outstanding performer with sharp communication skills and two to five years of commissioned service, the 165X Public Affairs Officer community may have a career opportunity for you. Most officers enter the PAO community through the lateral transfer process as they complete their initial or follow-on tour in another community. Although the deadline for the application to the October board has passed, the next board is scheduled to meet 02 June 98 with applications due 75 days prior. Application guidelines can be found in MILPERSMAN 1020150. Those interested should contact a local 165X officer or the PAO detailers to informally explore career options. You can reach the PAO detailers, CDR Paul Weishaupt or LCDR Kelly Merrell at DSN 224-2708 or (703) 614-2708, or e-mail LCDR Merrell p448b@bupers.navy.mil. r



## ○ Supply Corps {PERS-4412}



DSN 224-3471; (703) 614-3471

fax (703) 614-8477

### Tell Us What You Want

If you are due to rotate during FY98, it is not too early to contact your detailer to discuss your duty preferences. The Supply Corps has a low constituent to detailer ratio. We would like to maintain the "small town bank approach" and talk to you on the phone. Preference cards, e-mail, and personal letters are a great way to initiate a detail one year out. But, as you get within eight months of your PRD, we recommend you call and give us a voice to go with the initial correspondence along with any family or personal needs you would like taken into consideration.

Many orders now require several intermediate stops en route, including the six-week department head course at NSCS Athens, GA for officers heading to independent duty afloat. Overseas billets, particularly joint duty assignments, also involve multiple schools and indoctrination briefings to prepare new officers for these challenging staff tours. With these additional elements involved in laying out the time line that supports a contact relief at the incumbent's PRD, your detailer will be working to issue orders far earlier than you may have experienced in past transfers. Take time now to send in an updated preference card, e-mail or letter to give your detailer the information he/she needs to identify the assignment that meets your personal and professional needs.

### Internships for Junior Supply Corps Officers

There are four intern programs available to outstanding junior Supply Corps Officers completing their initial sea tour: Navy Acquisition Contracting Officer

(NACO); Navy Petroleum Officer Trainee (POL); Business/Financial Management (BFM); and Integrated Logistics Support (ILS).

Each program offers a two-year tour combining experience and formal training. Furthermore, they provide an excellent opportunity for junior officers to explore major policy arenas. These programs complement initial fleet experience and provide an experience subspecialty code (S code). NACO, BFM, and ILS interns also earn DAWIA Level II certification.

The next administrative screening board will be held this October. Interested officers must submit a written request endorsed by their commanding officer by 30 September. Copies of recent fitness reports, personal awards and warfare qualifications should also be included if not already part of your official record. Primary selection criteria are sustained outstanding service and initial warfare qualification. Participation in an intern program incurs a two-year obligation upon program completion. **"It's Your Career"** provides additional information. Please feel free to contact LT Frank Futch, SUP OP32D, at DSN 224-3471 or (703) 614-3471 for additional information.

**○ CEC {PERS-4413}**  
**DSN 224-3635;**  
**commercial (703) 614-3635;**  
**fax: (703) 695-7639**



### **Board Preparation**

The next selection board season is just around the corner. It is not too early to start reviewing your record—both microfiche and performance summary record (PSR)—for accuracy. Some of the items which should be checked include: warfare qualification, current photograph, acquisition certification level, college degree, and professional registration. Guidelines for correcting records are available in the Jan/Feb 1997 *Perspective*. Your microfiche and PSR may be ordered by faxing a written request to PERS-313D at DSN 224-8882 or (703) 614-8882.

### **Submit Your Duty Preferences**

Your detailers can best work with your needs if they know your preferences. Shortly after arriving at a new duty station, submit preferences to your detailer through a preference card, fax or e-mail. If short fuse requirements arise, the detailers will know your pref-

### **Unique and Rewarding Overseas/Sea Duty Opportunities**

**Attention all 3100 LCDRs, 310X/651X LTs and LTJGs.** Overseas opportunities are available during FY98 in Europe, the Middle East and the Western Pacific. These billets are professionally challenging and offer a chance to experience new cultures and travel abroad. For further information on available billets, contact LCDR Tom Callan (LCDR Sea/Overseas Detailer), or LCDR Greg Stroh (LT/LTJG Sea and Overseas Detailers), at DSN 224-2862 or commercial (703) 614-2862.

**Attention all 3100 LTs, LTJGs, and LDOs.** We have several career-enhancing billets (Stock Control, Stores, Aviation Stores) available in FY98 on large deck platforms (CV/CVN, LHA, LPH, T-AFS, AS, AOE) on both coasts and forward deployed overseas. These billets are professionally challenging, provide an opportunity to earn a second warfare pin, and are strong additions to any Supply Officer's resume. For further information on available billets, contact LCDR Drew Morgan or LCDR Greg Stroh (LCDR/LT Sea and Overseas Detailers), at DSN 224-2862/0918 commercial (703) 614-2862/0918. r

erences and will be better equipped to meet your personal and professional needs.

### **Intern Architect Development Program**

The Intern Architect Development Program (IADP) provides career Civil Engineer Corps officers with architectural degrees the opportunity to obtain design experience under direct supervision of a registered architect. This experience will enable the officer to satisfy registration experience requirements. Applications for the FY99 IADP are due to NAVFAC (Code 12A1) by 28 February 1998. Program details are provided in NAVFACINST 1520.8C.

### **Enlisted Commissioning Program (CEC Option)**

Remind the hard charging, degree-minded Seabees interested in becoming an officer, that the deadline for application to the ECP (CEC) program is 1 Nov 97. The Seabees selected will attend school full-time for up to 36 months to earn an engineering or architecture degree. Upon graduation, they will be commissioned as CEC officers. OPNAV Notice 1530 has been updated and is available for download on BUPERS Access.

## Visit our Home Page!

We are constantly updating and adding information to our home page. Download billet lists, view current issues, sample letters, and board results. It can be accessed at <http://www.navy.mil/homepages/bupers/pers-4/pers-44/pers-4413/p4413.htm>. r

## Detailer E-mail Addresses

Head Detailer, CAPT Jack Surash  
LCDR Detailer, CDR Mark Ashley  
LT Detailer, LCDR Allan Stratman  
ENS/LTJG/CWO Detailer, LT Chris Collins  
Grad School/Accessions, LCDR Irene Addison  
Billet Manager, LT John Coronado

p4413@bupers.navy.mil  
p4413a@bupers.navy.mil  
p4413e@bupers.navy.mil  
p4413c@bupers.navy.mil  
p4413d@bupers.navy.mil  
p4413b@bupers.navy.mil

## ○ Chaplain Corps {PERS-4414}

DSN 225-4415;  
commercial (703) 695-4415;  
fax (703) 614-4725



### November 1997 Indefinite Active Duty Extension

Active duty chaplains desiring to remain on active duty beyond their first tour of Obligated Service Agreement (OSA) must request indefinite active duty extension. Guidance for extension request is referenced MILPERSMAN 1010150. Active duty chaplains with an OSA 1 Apr 98 - 30 Sep 98 must submit paperwork to the Chief of Chaplains (PERS-4414). This paperwork includes your request, your Commanding Officer's endorsement and an updated ecclesiastical endorsement. The request for indefinite active duty is due NLT 31 OCT 97. Chaplains not requesting indefinite active duty extension must submit a request for release from active duty to PERS-4414 (MILPERSMAN 3820150 refers).

### FY98 Regular Officer Continuation Policy NAVADMIN Message

This message outlines policy for the continuation on active duty of regular officers who have twice failed of selection (2XFOS) for promotion to the next higher grade or whose continuation is required for the needs of the service. In a change from FY94-FY97, officer temporary early retirement authority (TERA) is not available for FY98 due to fiscal constraints. The FY98 plan continues 2XFOS LCDRS until they either reach 20 years of service or TERA is again available, whichever comes first (except members of the Chaplain Corps who have not previously been continued). Additional questions regarding this policy should be directed to NO972T, Head, Community Mgmt Branch, DSN 224-4624. r

## ○ Medical {PERS-4415}

**Medical Corps: (703) 695-7960**

**MSC: (703) 695-9004/5/7**

**Dental Corps: (703) 695-9100**

**Nurse Corps: (703) 695-7703**

**Medical Placement: (703) 695-5837**



### Medical Corps

Now is the time to start planning if you are due to rotate in the summer of 1998. Challenging leadership opportunities as department heads await primary care specialists: e.g. Family Medicine, Internal Medicine, Pediatrics, or Emergency Medicine on large deck amphibious ships. Other operational platforms are in the works and may be on line soon. POC is CDR Nathan or LCDR Wiley at DSN 225-7960 or commercial (703) 695-7960. Ships that will be available next summer are:

#### East Coast

LHA 2 Saipan  
LHA 4 Nassau  
LHD 5 Bataan

#### West Coast

LHA 1 Tarawa  
LHA 5 Peleiu  
LHD 4 Boxer

**Something New and Different.** A new group of billets (16) in epidemiology/medical management are being established at the following facilities:

NH Camp LeJeune	NH Camp Pendleton
NH Pensacola	NH Yokosuka
NH Okinawa	NH Guam
NH Roosevelt Roads	NH Rota
NH Jacksonville	NH Great Lakes
NH Bremerton	NH Beaufort
NH Naples	NMC Portsmouth
NMC San Diego	NNMC Bethesda

Contact CAPT Kuehne (NEHC) at e-mail [kuehner@ehc50.med.navy.mil](mailto:kuehner@ehc50.med.navy.mil) or (757) 363-5586 or LCDR Murray (BUPERS) at (703) 695-7960 or e-mail [p4415r@bupers.navy.mil](mailto:p4415r@bupers.navy.mil).

**Detailer E-mail Addresses.** Telephone calls at midnight or long waits while on hold do not have to be a common part of communicating with your assignment officer. E-mail is a timely alternative and provides you with a written response. The following e-mail addresses provide direct communication with your detailer. If you are unsure who your detailer will be for that next set of orders, please send e-mail to your normal detailer and we will route it as needed. r

CAPT Golembieski	p4415m@bupers.navy.mil
CDR Nathan	p4415n@bupers.navy.mil
LCDR Murray	p4415r@bupers.navy.mil
LCDR Wiley	p4415u@bupers.navy.mil
LT Poindexter	p4415p@bupers.navy.mil



### **Dental Corps**

Welcome aboard, CAPT Seder! Farewell CAPT Arthur!

CAPT Steve Arthur, the outgoing senior detailer, left BUPERS in July to accept an assignment at Ft. Dietrick, MD where he will assume the position of Deputy Staff Director at the Defense Medical Standardization Board (DMSB).

The new senior detailer, CAPT Pete Seder, arrived in late June. CAPT Seder's naval career began at NDC San Diego in 1977. From there he transferred to NDC Subic Bay in the Philippines, then to BDC Naval Amphibious Base, Coronado, CA. He served as Department Head on board the USS Tripoli (LPH 10), returning to a shore command at BDC Pt. Mugu. After a one year Gen Den ACP, he accepted another sea tour, this time as the Department Head on board the USS Lincoln (CVN-72). Most recently, CAPT Seder served as the Fleet Liaison Officer at NDC San Diego.

You can contact CAPT Seder by phone at DSN 225-9101/9103 or (703) 695-9101/9103. His e-mail address is: p4415g@bupers.navy.mil. r



### **Medical Service Corps**

The Medical Service Corps is celebrating its 50<sup>th</sup> anniversary and we will highlight in this issue the diversity of specialties within our Corps. Nine Operational Allied Science subspecialties, 12 Clinical Science subspecialties, and 12 Health Care Administration subspecialties encompass a robust community of more than 2700 dedicated and highly motivated naval officers. As assignment of-

ficers at BUPERS, we are constantly challenged to ensure we place the **right person** in the **right job** at the **right time**. While this concept sounds relatively simple, in actual practice it is an extremely difficult process requiring constant communication between you and your assignment officer and more importantly, an accurate and up-to-date personal record of your achievements, training, and certifications. Many questions come in from the field on the proper method of updating your record (see pg 40 for addresses). First, order your microfiche and Performance Summary Record at least annually. Secondly, ensure your civilian education and successful completion of military training is noted. You can provide copies of this information to BUMED-523, attention LT Kurt Houser, (202) 762-3376. Thirdly, ensure your Additional Qualification Designator (AQD) is current in your record. Refer to the Manual of Navy Officer Manpower and Personnel Classification (NAVPERS 15839H) which provides a listing and criteria for each code. Requests for AQDs are submitted to respective detailers by letter via your chain of command. During the past year, we have had the opportunity to participate as recorders for promotion, XO/CO screening, and DFA screening boards and noted the information most frequently absent from your official record is civilian education, military training and education, and AQDs. The IMPORTANCE of maintaining your official record cannot be overemphasized.

Lastly, we must mention the outstanding educational opportunities that are available: DUINS, Baylor, NPS in Monterey, Naval War College, Command and Staff, Amphibious Warfare, and Fellowships are alive and well along with a constant demand for quality, professional, and dedicated candidates. We continue to fill ALL of our training requirements and look forward to maintaining our high training priorities. r

Stan N. Garn  
CAPT, MSC, USN  
Clinical Sciences

Roland E. Arellano  
LCDR, MSC, USN  
Health Care Administration

Hugh C. Sullivan  
CAPT(S), MSC, USN  
Health Care Administration

Ben G. Feril  
LCDR, MSC, USN  
Operational Allied Sciences

#### **PERS-421 from pg 14**

board—the detailer still makes the ultimate assignments and it is in your best interests to make sure that he is fully aware of your individual situation. Call LT Brunner at DSN 225-4039 or (703) 695-4039, orfax at (703) 614-8609, or e-mail at p421c@bupers.navy.mil.

We wish LCDR Brett Genoble a fond farewell as he heads to Norfolk to assume duties as Executive Officer of USS H. G. RICKOVER (SSN 709). Relieving Brett as the post-Department Head detailer is LCDR James Childs. James reports to us after a superb tour as Navigator on USS PHEONIX (SSN 702). r



## Nurse Corps

**PCS Orders and Waivers.** When a detailer initiates a proposal for PCS orders, the BUPERS automated system will identify a number of factors which consider Secretary of Defense assignment policy and other important guidelines. Exceptions to these guidelines require what is known as a **waiver** with subsequent approval from higher authority before the proposed move can be executed. Therefore, orders cannot be processed until required waivers have been approved. Waivers can cause a significant delay in the proposal process. Two frequently occurring waivers are for the Exceptional Family Member (EFM) Program and the Physical Readiness Program.

**The Exceptional Family Member (EFM) Program** is a mandatory enrollment program that identifies long term medical (includes physical and emotional) and/or special education needs of family members. The program ensures consideration of those needs in the detailing process, and ensures that resources are identified to exceptional families upon arrival at the new duty station. Service members are required to enroll as soon as special needs are known but at least nine months prior to PRD. This provides your detailer time to work your next assignment, taking into consideration family needs as well as Navy and career needs. You are required to maintain a current file, using the same enrollment process and forms each time you update or enroll an additional family member. Updates are required every three years and

immediately upon a significant change in the medical needs of your Exceptional Family Member. The EFM Program Manager at BUPERS reviews the EFM file when PCS orders are proposed to ensure assignments meet EFM criteria and will not typically approve a proposal

**The Physical Readiness Program** is a means to promote the desired level of fleet health and readiness. The semi-annual PRT/BF measurements provide current information in fitness reports, application for school, transfer to special duty, approval/delay of advancement,

promotion, redesignation, continuation, or other important career events. Members with one or no PRT cycle failures who are out of body fat standards may PCS transfer; however, transfer to some designated duties such as instructor or recruiter will be restricted to members who are within standards at the time of transfer. Transfer of members who have failed 2 PRT/BF cycles within the past 4 years shall be at the detailer's and receiving commanding officers' discretion. Members who are at risk of failing a third PFT/BF shortly after transfer resulting in subsequent processing for administrative separation should be denied transfer by the transferring commanding officer. Commanding officers shall not favorably screen for overseas duty any member at risk of failing a third PRT/BF cycle during that tour.

Members will be mandatorily processed for administrative separation if they fail any portion of a semi-annual PFT/BF cycle 3 times in a 4 year period. **Maintaining PRT/BF** requirements can not be over emphasized because there are immediate and long term effects on your assignment to important career enhancing positions. Please call PERS-601 at DSN 224-5742 for PRT program questions. r

## O JAG Corps {PERS-4416}

**DSN 221-9830; (703) 325-9830;  
fax: (703) 325-7429**



### Law Education Program (LEP)

The LEP provides an opportunity for approximately five naval officers per year to be selected to attend law school at Navy expense while receiving full pay and allowances. These officers will earn a LL.B. or J.D. degrees and serve as career judge advocates.

Applicants must be college graduates, active duty LTs or below, with at least two and not more than six years of active service including any active-duty enlisted time at the date of proposed law school entry.

LEP applicants are required to take the Law School Admissions Test (LSAT), apply only to law schools accredited by the American Bar Association, and be interviewed by a senior JAG Corps Officer as part of the application process. Quotas for selection are allocated among eligible year groups.

Applications for the LEP should be mailed to the Bureau of Naval Personnel (PERS-604C) and must be received by 1 February of the year you intend to start law school.

Obligated service is two years for every year, or any part of the year, spent in the program--in addition to any other obligated service previously accrued. SECNAVINST 1520.7E pertains. For additional guidance, contact LCDR Eric Price (PERS-4416E) at DSN 221-9830 or commercial (703) 325-9830. r

for orders to overseas or remote CONUS if the file has not been updated within the last 2 years. Whereas limiting a sponsor's accompanied assignment possibilities necessitates a greater degree of flexibility and cooperation between a detailer and the service member, an updated EFM file facilitates the PCS process.



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## **AEDO from pg 23**

based on academic credentials. An academic profile code (APC) of 222 or lower will normally qualify an applicant for further review. The list is then reviewed with the board evaluating flight quals and performance to choose the five selectees for the coop program.

**Degree requirements** focus on engineering, physical science, and math. If your academic qualifications are weak in calculus (differential equations), physics, or mechanics,

then consider night school to help improve your record.

**Achieve as many flight qualifications as possible** (PMCF, DL, PPC, MC, TACCO, ASWTACCORD, HAC, IP, etc.). Emphasize officer performance, flight qualifications, and academic achievements in your application and commanding officer's endorsement.

In addition to information requested by BUPERS instruction, those candidates with 31 January fitreps should include a signed copy of their most recent fitness re-

port. Historically, this has only been a problem when the board convened early in March. Avoid the last minute crunch by taking a few moments to make sure your **package and service record are complete**.

TPS needs highly qualified candidates from all communities. Before the board meets, specific quotas by aircraft type and position are identified. There is always strong competition for a small number of slots and, as always, strong performance is the key.

For more information call CDR Dave Wooten at DSN 224-4869, or (703) 614-4869, fax (703) 693-0163. r

## **○ TAR {PERS-4417}**

**DSN 224-8386/7/8**

**commercial (703) 614-8386/7/8**

**fax: (703) 614-4047**

## **Aviation**

**Greetings from CAPT Peterson.** The TAR CAPT Continuation/CAPT Command Screen Board will convene on **3 Nov 1997**. I encourage everyone who is going before this board to ensure their record is up to date. Those CAPTs with a date of rank between Oct 1992 and Sep 1993 will receive their second look at continuation and those CAPTs with dates of Rank between Oct 95 and Sep 96 will receive their first look. The number of officers to continue is still being worked but we are projecting to retain 65% of CAPTs going for their second look and 75% at their first look. The final numbers will be determined by the amount of retirements that occur within the given year groups (for example, someone who retires with a date of rank of SEP 91 will not change the numbers-only those who retire with a DOR that is being considered will affect the numbers).

Also, the same board members will conduct the **CDR SERAD Board**. CDRs with a date of rank between 1 Oct 93 to 1 Sept 1994 will be considered. Typically 23% of those CDRs in Zone will be asked to retire at 20 years. Again, the numbers will vary as anyone who retires in that year group will reduce the number of officers selected for SERAD.

This year's Aviation Command Screen Board once again proved that outstanding performance in all jobs is the key to success. Congratulations to all those Aviation CDRs selected for Command. Keep up the good work and lead the community into the next century.

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The **TAR Aviation Officer-in-Charge Board** convened this past May. Congratulations to those officers selected for OIC. Once again, the competition was very keen and the best of the best were selected. As in every selection board, sustained superior performance was the key to success.

The CAPT Selection Board results were finally released and if you look at the career path of those officers selected, you will see that many of them **took the hard staff jobs** after their RESFORON tours. I cannot over-emphasize the importance of a major staff tour in a TAR officer's career. Not only is it instrumental in promotion to CAPT, but also for Aviation Captain Command.

**Upcoming TAR Transfer/Redesignation Board.** The next TAR Transfer/Redesignation board is scheduled to convene on 26 January 1998. Expect the NAVADMIN announcing the board to be released in early November. This message will address eligibility, obligation, deadline and submission requirements. As always, you are encouraged to ensure that your record is up to date. Further information can be provided by our administrative staff or the appropriate TAR detailer.

Recall to active duty is also part of the board process. Current TAR officers are the key to educating our eligible selected reserve members on the opportunities which are available in the program.

**TAR Aviation Junior Officer Detailing Process.** In the past, a formal late summer TAR junior officer detailing process was used to address reserve force squadron manning needs. This process is no longer required since two annual TAR transfer/redesignation

boards are now held. However, the inputs are still continuously solicited from commanding officers, wing commanders, CAG, and of course, each individual. The first step to this entire detailing process is the Duty Preference Card. The process can be streamlined by using our facsimile for submission of your card. It is important that your commanding officer is aware of your career desires, since he/she plays an important part in this process.

**Online Information.** Just a reminder to visit us on the web. Our Home Page can be found in the BUPERS domain, under the PERS-4 organization. Updates include information on the recently held TAR Transfer/Redesignation board, administrative board result statistics, and a short list of upcoming fills. You can send e-mail to your detailer directly from the site. We update this information monthly and is available to help serve you better!

*p4417@bupers.navy.mil/CAPT Peterson  
p4417c@bupers.navy.mil/CDR Boeing*

## Surface

**Administrative Board Schedule.** As FY97 comes to a close it is time once again to begin preparations for the administrative board cycle. You are reminded to review your record for completion. In your review, include a check for recent awards and complete continuity in fitness reports. Below is a list of upcoming FY98 administrative boards affecting senior surface TAR officers:

Board	Date
Surface Major Command Afloat	27 October 97
Res Maj Cmd/TAR O-6 Cont/O-5 SERAD	03 November 1997
Surface CDR Command	26 January 98
Surface CDR Command Slate	05 February 98

We will continue to keep you up to date with changes to this schedule.

**Congratulations to Our New CAPTs.** The FY98 Reserve CAPT board identified 22 new Unrestricted Line (URL) Surface and Air TAR CAPTs. All are reminded to prepare their record for their respective administrative screening during the Reserve Major Command and Surface Major Command Afloat boards as indicated above.

**TAR CAPT Slate.** The TAR Captain slate will begin with the completion of TAR Captain Continuation and Major Command Screening Boards this fall. CAPTs who are contemplating retirement or who desire a particular assignment should make their desires known to their detailer.

**TAR Transfer/Redesignation.** Our biannual board convenes 26 January 1998. Qualified applicants will be considered up through 20 December 1997. For those of you recruiting in the field, the criteria for SELRES officers returning to active duty and as applicable USN officers transferring into the TAR community is as follows:

- + no more than a 3 year break from extended active service, and not be in a failure to select (FOS) status, or not released from active duty as a result of twice failure to select (2XFOS) for grade (LT or LCDR)
- + YG85 and junior
- + officers in zone for promotion will be considered, but selection will be contingent upon selection for promotion.

All of the eligibility criteria will be covered in detail in a NAVADMIN that will announce the boards convening date. Records of all reserve commission URL, Fleet Support, Intel, AMDO, and Supply Officers who reach minimum service requirement in CY99 will be reviewed for acceptance during this board. Selectees from the auto screen process will be listed in a separate NAVADMIN following the adjournment of the board, and will be contacted for acceptance. r

*p4417b@bupers.navy.mil/CAPT Morgan  
p4417d@bupers.navy.mil/LCDR Hamel*

## O Fleet Support

**{PERS-4419}**

**DSN 224-3515;**

**Commercial (703) 614-3515**

**fax: (703) 614-4047**

### June 1997 Transfer/Redesignation Board.

Congratulations to the 30 officers selected for redesignation from a total of 131 applicants. These officers should contact their new detailer for career planning and future assignment. Two CDRs, 5 LCDRs, 22 LTs, and 1 LTJG were selected from a variety of backgrounds. Sixty percent of those selected have completed or are pursuing a postgraduate degree that complements a core competency; 47% have served in one or more core competency related tours. [Note: Board results of those "transferring" from the Staff to the Line, or the Reserve to the Regular component have not been released at time of printing.]

If you are considering redesignation to the 1700 community, a brief on the community's mission and professional development is available on the Fleet Support page of the BUPERS Homepage or by calling the Assignment Office at DSN 224-3515 or (703) 614-3515. For general information see MILPERSMAN Article 1020150. The deadline for applications for the next board is August 1997.

**Detailer appointments.** We enjoy meeting with constituents who are in the DC area for duty or on leave. Please call ahead for an appointment so we can deconflict schedules and focus our attention on your needs.

**CDR Command Selection.** The convening date for the 1700 CDR Command Board is 8 Dec 1997. All 1700 officers before the board

should submit their most current fitness report and any other information not reflected on their microfiche (i.e., awards, photo, et al.) to CDR Dubuque NLT 1 Dec 1997.

**TAR Fleet Support Officers.** Proposals for FY99 Naval Postgraduate School quotas will be finalized in Spring 1998. If you are interested in competing for a quota, submit your Duty Preference Card listing your 1<sup>st</sup> and 2<sup>nd</sup> curriculum choices. Your undergraduate record and academic profile code (APC) are among the tools used to select candidates for school. Check with your detailer to ensure your record is correct.

**FLT SPT Senior Officer Conference.** The annual Senior Officer Conference was held in DC in Jun 97. Panel presentations on training, regionalization, information technol-

ogy, military sealift and the Naval Reserve addressed tomorrow's Navy. Community discussions focused on skills needed for expertise development. Check the Fleet Support page of the BUPERS Homepage for information.

**E-mail Address Change.** The new e-mail address for LT Jill Enterline (detailer for YG89 and junior) is p4419d@bupers.navy.mil.

**New Arrival.** Hello, I'm CDR Dru Dubuque, relief for CAPT(S) Betsy Hight as 1700 detailer for XO-screened LTs, LCDRs, and CDRs. Prior to reporting to BUPERS, I served as the CO/NAVCOMTELSTA Puget Sound in Silverdale, WA. I'm the senior SEW officer in the shop and look forward to assisting you with career questions, decisions and assignments. Talk to you soon. r

## LDO/CWO Picture – "Mustang News"



{PERS-211L}: DSN 223-2309; commercial (703) 693-2309; fax (703) 614-1189

**LDO CAPT Retirements.** Fair winds and following seas to the following Captains:

CAPT Brian Deneen, 6410  
CAPT "Charlie" Boycourt, 6410  
CAPT Chuck Allen, 6130  
CAPT Ralph Spangler, 6360  
CAPT Sid Freegard, 6330  
CAPT Ray Fone, 6360

Farewell and smooth sailing, Shipmates!

**Community initiatives.** Good things are happening for the community. Various activities, ships and units have expressed a strong desire over the past year for the assignment of LDOs and CWOs to their commands. In addition, a number of warfare areas are being reorganized with the end result being a potential increase in LDO and CWO billets. The following are a few

of the recent studies and billet reviews:

*Information Warfare (IW) Specialist*—a CNO initiative, our officers will play a key role in providing support to the Cryptology (161X) community. We anticipate acquiring approximately 40 billets for the 618X/619X designators.

*Surface LDO/CWO Communications (619X)*—at our request, the Designator Advisor (N86) is in the process of reviewing the entire pyramid structure for this designator, i.e., assignment, career path and promotion opportunities. We, along with the LDO/CWO detailers for the designator, are participating in this review. We believe we will see several improvements made for this designator in the very near future.

*Submarine community*—the submariners have really taken the lead in conducting a complete top-to-bottom billet review of all of their designators. In the near future, we will see billets back on board nuclear power submarines for LDOs and CWOs, in addition to gains made in the reactor and engineering department billets on surface nuclear power ships. Other significant improvements are also being made in terms career path, promotion, accession and assignment opportunities for the submarine/nuclear power community.

*Recruiting*—32 billets are in the process of being established for Nuclear Power recruiters (640X) by the Navy Recruiting Command with the concurrence of Naval Reactors. The goal will be to have an LDO or CWO assigned to each of the Naval

Recruiting Districts (NRD) to assist in recruiting nuclear power candidates.

*Main Propulsion Assistant (MPA) billets*—we have recently added 18 new billets for the 613X designator in Spruance Class destroyers, with the potential for more to follow.

*Special Operations Community*—in cooperation with the 1140 community, we are participating in an reorganization of the EOD, Mine Warfare and Diving/Salvage billet support requirements. We anticipate gains for the 648X/616X/720X designators.

Some of the above initiatives have already happened while others are ongoing. We certainly don't want to count our "chickens before they hatch," but it is important that you know that senior Navy leadership appreciates your contributions, our community and the skills that our officers bring to each command. Please keep in touch with your detailer for more information on these initiatives.

**Navy's Top Officer Instructor an LDO.** LT Anthony H. Talbert (6120) of Fleet Combat Training Center Pacific, San Diego was named as this year's top Navy officer instructor. "Tony" is a student mentor and curriculum developer for courses in Naval Tactical Data Links, the AEGIS Combat System, U.S. Surface to Air Missile Systems, Air Warfare Tactics, TheaterBallistic Missile Defense, and Warnet Voice Procedures.

**Promotion cycle.** It's that time of the year again when we prepare our promotion plan for the next promotion cycle. Many of you have called us or your detailer asking if and when your promotion year group will be "in zone" or "below zone" for the next promotion.

Perhaps the best advice we can give you is to forget the term "year group." We do not place entire year groups in zone for promotion. Because of a number of factors, not the least of which is the total number of officers we can promote based on control grade authorization and our present and projected inventory in that grade, we usually end up "splitting" year groups. In fact most year groups are split several times before all members in the year group finally zone for the next grade. For example, in FY90 we accessed 780 officers. A few years later in FY93, we only accessed 451 officers. Clearly, there is quite a disparity in the size of year groups.

The best "thumb rule" to use in determining when you should promote to the next rank is "flow points," i.e., years from your date of commissioning to your next promotion date. The following are the flow points used in the FY98 Promotion Plan. They are fairly consistent with past years and will probably remain so for the foreseeable future.

To Grade	Flow Point	To Grade	Flow Point
CAPT	22 Yrs +/-1 Yr	LTJG	2 Yrs
CDR	16 Yrs +/-1 Yr	CWO4	4 Yrs
LCDR	10 Yrs +/-1 Yr	CWO3	4 Yrs
LT	4 Yrs		

In the Nov/Dec time frame each year, we publish by ALNAV message the promotion zones for the forthcoming year. We recommend you obtain a copy of this ALNAV and determine your status regarding the zones listed. Most officers will receive two "below zone" looks before going "in zone" for promotion.

**"When do I have to retire?"** This is probably the most often asked question and the most confusing to understand. LDO's and CWO's are appointed in several different categories, often serving in dual status (i.e., temporary LDO/permanent enlisted, temporary LDO/permanent CWO, permanent LDO, permanent CWO, etc.). Each category has its own retirement laws and nuances. MILPERSMAN Art. 3860100 provides details on retirement laws in general that apply to particular categories of officers. It should be referred to as the need arises.

The following general guidelines can be used to compute the statutory retirement dates for the vast majority of our officers.

#### **6XX0 - Permanent LDO:**

CAPT—First day of second month after **38** years total active service.

CDR—First day of second month after **35** years total active service, or first day of seventh month after failing to select (FOS) for CAPT for the second time, whichever is first.

LCDR/below—First day of second month after **30** years of total active service, or first day of seventh month after second FOS for O-5, whichever is first.

**6XX1 - Temporary LDO/Permanent CWO.** For all grades it is the first day of third month after **30** years total active service, or first day of seventh month after FOS for next grade for second time, whichever is first

**6XX2 - Temporary LDO/Permanent Enlisted.** For all grades it is the 1st day of second month after **30** years of total active service, or 1st day of seventh month after FOS for next grade for second time, whichever is first

**7XX1 - Permanent CWO.** For all grades it is the first day of third month after **30** years of total active service, or first day of seventh month after FOS for next higher grade, whichever is first.

**Continued on pg 39**

# BUPERS Directory

**For e-mail address, replace xxx with listed PERS-code:  
example – to e-mail the aviation junior officer VF detailer:**

***pxxx@bupers.navy.mil*  
*p432g@bupers.navy.mil*  
*\* indicates no e-mail available***

<u>PERS-code</u>	<u>Position</u>	<u>Incumbent</u>	<u>DSN</u>	<u>Commercial</u>	<u>Ext</u>
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## ***Perspective and Link Magazines***

451E	Managing Editor, <i>Perspective</i> and <i>Link</i> Magazines	LT Zip	223-3034	(703) 693-3034	
451E1	Editor, <i>Link</i>	JOC(SW) Briggs	223-3079	(703) 693-3079	

## ***BUPERS Access / IVR and BUPERS Home Page Technical Support***

455E	BUPERS Access / IVR Technical Support BUPERS Access Data Personal Account BUPERS Access Data Command Representative Account Interactive Voice Response (IVR)	DP1 Richardson	224-8083	(703) 614-8083 1-800-346-0217 1-800-762-8567 1-800-951-NAVY	
1023	BUPERS Home Page Technical Support BUPERS Home Page e-mail address	DPC Reese	225-5895	(703) 695-5895	<a href="http://www.navy.mil/homepages/bupers">http://www.navy.mil/homepages/bupers</a>

## ***Personnel Policy Advisors***

203D	Personnel Exchange Program (PEP) Advisor	LCDR Hunter	224-5393	(703) 614-5393	
2MM	Acquisition Professional (AP) Advisor	CAPT Brown	227-8761	(703) 697-8761	
2WW	Women in the Navy Advisor	CAPT Brehm	225-9385	(703) 695-9385	
45J	Joint Policy Advisor	Vacant	223-2345	(703) 693-2345	
45J1	JPME Phase II Quota Control	LCDR Grace	223-0036	(703) 693-0036	
45J2	Title 10 Compliance	LT Velasquez	224-2048	(703) 614-2048	
451G	TAD/Joint Operations Assignments Advisor	CDR Terrell	223-2948	(703) 693-2948	
451G1	TAD Assistant	LT Mulligan	223-1192	(703) 693-1192	
61	Director, Equal Opportunity Division	CAPT Stafford	224-2007	(703) 614-2007	
61B	Deputy Director	CDR Olmo	225-2860	(703) 695-2860	
611	Navy Affirmative Action Plans Advisor	LCDR Haeg	225-2651	(703) 695-2651	
613	Sexual Harassment/CMEQ Advisor	LCDR Imgrund	225-2824	(703) 695-2824	
614A	Minority Affairs Advisor	CDR Olmo	224-1190	(703) 614-1190	
614B	Minority Affairs Advisor	LCDR Burke	224-2008	(703) 614-2008	

## ***Microfiche, PSR, Selection Boards, Fitness Reports, ODC Support***

* 313D	Microfiche & PSR Ordering fax ordering (PSR ordering only)	LT Stauffer	224-3654	(703) 614-3654	
* 321	Selection Board Support	LT Bertelsen	224-3105	(703) 614-3105	
* 322	FITREP/EVAL Support and FITREP/EVAL Selection Board Support	Help Desk	224-1132	(703) 614-1132	
* 1031D1	Officer Data Card (ODC) Support (updates to Front Page PSR)	Ms Jones	224-5188	(703) 614-5188	

## ***Inservice Procurement and Transfer Division***

25	Director	CDR Wessel	224-3887	(703) 614-3887	
251	Head, Inservice Procurement/Transfer Branch	LT Green	224-1193	(703) 614-1193	
252	Head, Officer Recall	LCDR Simmons	224-2825	(703) 614-2825	
253	Head, Officer Separations	LT Bischeri	223-2206	(703) 693-2206	
* 253B	Officer Involuntary Separations	PNC Estella	224-2894	(703) 614-2894	
* 253C	Officer Resignations	Ms Atkinson	223-0987	(703) 693-0987	

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## ***Officer Promotions Division***

26	Director	CDR Stewart	224-2725	(703) 614-2725
* 26A	Admin Officer	LT Corley	224-2725	(703) 614-2725
* 26C	Officer Special Board Coordinator	LT Castleberry	224-2725	(703) 614-2725
26L	Line Selection Board Liaison	LCDR Anderson	224-2725	(703) 614-2725
* 26M	Staff Selection Board Liaison	LCDR Nathan	224-2725	(703) 614-2725
* 93	Director, Reserve Officer & Enlisted Promotions	CDR Carlock	288-8691	(202) 433-8691
* 93B	Deputy Director, Reserve Officer & Enlst Promotions	CDR Vogt	288-8676	(202) 433-8676
* 93D	Special Assistant for Line/Staff Boards	CDR Nardella	288-8675	(202) 433-8675
* 93I	Head, Reserve Officer Promotions and Appointments	LCDR Cambell	288-8674	(202) 433-8674

## ***Retirements Division***

27	Director	Ms Ryan (Acting)	224-2690	(703) 614-2690
271	Head, LIMDU/Disability Retirement	LTJG Gaston	224-7990	(703) 693-7990
272	Head, Officer Retirement	CWO4 Abrams	223-7995	(703) 693-7995

## ***Officer Community Management (OCM) and Career Planning Division***

21	Director	CAPT Durgin	223-2301	(703) 693-2301
211	Head, OCM	CAPT Willson	223-2303	(703) 693-2303
211C	Chaplain Corps OCM	CAPT Belanus	224-4438	(703) 614-4438
211D	AED/AMD OCM	CAPT Benn	224-4869	(703) 614-4869
211E	Engineering Duty OCM	CAPT Rau	223-1231	(703) 693-1231
211F	Special Warfare OCM	CDR Campion	224-8327	(703) 614-8327
211G	Fleet Support OCM	CAPT Sapp	223-2308	(703) 693-2308
211H	Special Operations OCM	LCDR Windhorst	224-8328	(703) 614-8328
211I	Intelligence OCM	CAPT Thomas	224-3072	(703) 614-3072
* 211J	JAG Corps OCM	CAPT Stevens	221-9830	(703) 325-9830
211K	CEC OCM (e-mail p4413@bupers.navy.mil)	CAPT Surash	224-3635	(703) 614-3635
211L	LDO/CWO OCM	CDR Hart	223-2309	(703) 693-2309
211L1	Assistant LDO/CWO OCM	LT Lyons	223-2310	(703) 693-2310
211M	Medical Department OCM	CAPT Gibbin	223-2328	(703) 693-2328
211M2	Medical OCM Admin Assistant	HM2 Beebe	223-2324	(703) 693-2324
211M3	Medical Service Corps/Dental Corps OCM	CDR Boman	223-2327	(703) 693-2327
211M4	Medical Corps OCM	CAPT Simpkins	223-2311	(703) 693-2311
211M5	Nurse Corps OCM	CDR Bashford	223-2326	(703) 693-2326
211N	Submarine OCM	LCDR Stacia	225-1242	(703) 695-1242
211O	METOC OCM	CAPT Swaykos	224-0520	(703) 614-0520
211P	Public Affairs OCM	CDR Weishaupt	224-2708	(703) 614-2708
211Q	Cryptology OCM	CDR MacDougall	224-3403	(703) 614-3403
* 211R	Merchant Marine OCM	CAPT Van Oss	332-7128	(703) 602-7128
211S	Supply Corps OCM	CAPT Turk	224-3471	(703) 614-3471
211S1	Supply Corps Requirements	LCDR Walker	224-3471	(703) 614-3471
211V	Aviation OCM	CDR Ryan	223-2306	(703) 693-2306
211W	Surface OCM	CDR Sorce	223-2305	(703) 693-2305
213	Professional Development	LCDR Belcher	223-2340	(703) 693-2340
213D	Graduate Ed & Subspecialty Management	Ms. Poindexter	224-4933	(703) 614-4933;
* 214	TAR OCM	CDR Wright	223-2316	(703) 693-2316

## ***Surface Officer Distribution Division***

41	Director/CAPT Assignment	CAPT Marzluff	224-8341	(703) 614-8341
41B	Deputy Director	CDR Feckler	224-8341	(703) 614-8341
41A	Assistant CAPT Assignment	CDR Kurta	224-8341	(703) 614-8341
410/11	Head, CDR/LCDR Assignment	CDR Clark	224-3678	(703) 614-3678
410A	Assistant CDR Assignment	CDR Woolley	224-3679	(703) 614-3679
410B	Assistant CDR Assignment	LT Sobeck	224-3679	(703) 614-3679
411A	YG86 & Junior	CDR Griner	224-2270	(703) 614-2270
411B	YG85 & Senior	LCDR Delaney	224-2270	(703) 614-2270
412	Head, Junior Officer Assignment	CAPT Reilly	224-3831	(703) 614-3831
412A/B	Sea/Shore Coordinator	LCDR Matawitz	224-3831	(703) 614-3831
412S	2nd Department Head Assignment	LCDR Johnson	224-3831	(703) 614-3831
4128	1st Department Head Assignment	LCDR Negus	224-3831	(703) 614-3831
4121	2nd Division Officer Assignment (M-Z)	LCDR Thebaud	224-3831	(703) 614-3831
4122	2nd Division Officer Assignment (A-L)	LT Doyon	224-3831	(703) 614-3831

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4121	2nd Division Officer Assignment (M-Z)	LCDR Thebaud	224-3831	(703) 614-3831
4122	2nd Division Officer Assignment (A-L)	LT Doyon	224-3831	(703) 614-3831
412I	Initial Assignment	LT Cash	224-3831	(703) 614-3831
412N	Surface Nuclear Assignment	LCDR Mullen	224-3831	(703) 614-3831
413	Head, Surface Ship Placement, CCDG Staffs, CNSL/CNSP Staffs	CDR Landholt	223-1976	(703) 693-1976
413A	LANT CRUDES Ships and Staffs	CDR Fierro	223-0912	(703) 693-0912
413B	PAC CRUDES Ships and Staffs	LCDR Ault	223-1979	(703) 693-1979
413E	CLF/PC/USNS/Trng/MW	LCDR Shock	223-1983	(703) 693-1983
413F	Amphibious Ships and Staffs	LCDR Grause	223-1985	(703) 693-1985
414	Head, Surface LDO/CWO Assignment/Admin	CDR Williamson	223-1953	(703) 693-1953
414B	Ord/OpTech/ADP/Deck	LCDR Roxbury	223-1956	(703) 693-1956
414C	Engineering	LCDR Patrick	224-8553	(703) 614-8553
414D	Elex/Comm	LCDR Freeman	223-1955	(703) 693-1955
415	Head, Special Warfare Assignment/Placement	CDR Campion	224-8327	(703) 614-8327
416	Head, Special Operations Assignment/Placement	CDR Windhorst	224-8328	(703) 614-8328

### ***Submarine / Nuclear Power Officer Distribution Division***

42	Director/CAPT Assignment	CAPT Talbot	225-1205	(703) 695-1205
42B	Deputy Director/CO Detailer	CAPT(Sel) Hendrickson	225-3965	(703) 695-3965
421	Head, Sub/Nuclear Power Assignment	CDR Howard	225-0688	(703) 695-0688
421A	Post-Department Head Shore Detailer	LCDR Childs	225-4047	(703) 695-4047
421B	Department Head Detailer	LCDR Kirk	225-4048	(703) 695-4048
421C	Junior Officer Shore Detailer	LT Brunner	225-4039	(703) 695-4039
421D	Junior Officer Sea Detailer/Medical	LT Brown	225-4331	(703) 695-4331
421E	Accession/Resignations	LT Nosse	225-4062	(703) 695-4062
422	Head, Nuclear Sub LDO/CWO Assignment	CDR Downs	225-4209	(703) 695-4209
422A	LDO/CWO Detailer	LCDR Jorfi	225-1240	(703) 695-1240
422B	LDO/CWO Detailer	LCDR Hill	225-6119	(703) 695-6119
423	Staff Placement	LCDR Rauch	225-3923	(703) 695-3923
424	Head, Surface Nuclear Power Distribution	CAPT(Sel) Janikowski	225-4330	(703) 695-4330
424B	Surface Nuclear Placement	LT Pascual	225-4192	(703) 695-4192

### ***Aviation Officer Distribution Division***

43	Director/CAPT Assignment	CAPT Besal	224-8356	(703) 614-8356
43B	Deputy Director	CDR Evans	224-8080	(703) 614-8080
43A	Assistant CAPT Assignment	LCDR Dolan	224-8356	(703) 614-8356
43C	ACIP Evaluation	LT Sloan	224-8712	(703) 614-8712
431	Head, CDR Assignment	CDR Miller	224-8077	(703) 614-8077
431A	Assistant CDR Detailer	CDR Munoz	224-8077	(703) 614-8077
431B	Assistant CDR Detailer	CDR McCormack	224-8077	(703) 614-8077
432	Head, LCDR/Junior Officer Assignment	CDR Malinak	224-8708	(703) 614-8708
432C	Shore Coordinator	LCDR Steele	224-8708	(703) 614-8708
432D	Resignation/RAD/Retention	LT Sloan	224-8712	(703) 614-8712
432E	VAW/Warfare Transition	LCDR Plummer	224-8708	(703) 614-8708
432F	VFA	LCDR White	224-8708	(703) 614-8708
432G	VF	LCDR Ariza	224-8708	(703) 614-8708
432H	Helicopter (Sea)	LCDR Lupton	224-8708	(703) 614-8708
432I	VP (Shore)	LT Vassilakis	224-8708	(703) 614-8708
432J	Education/Subspecialty Management	LT Barnett	224-8708	(703) 614-8708
432K	VAM/VAQ	LCDR Hinkley	224-8708	(703) 614-8708
432L	Aviation LDO/CWO Assignment	CDR Ewing	224-4178	(703) 614-4178
432M	Assistant Aviation LDO/CWO	LCDR Johnson	224-4596	(703) 614-4596
432N	Pilot/NFO Initial Assignment	LT Cole	224-8708	(703) 614-8708
432P	VP (Sea)	LCDR Smithyman	224-8708	(703) 614-8708
432Q	Helicopter (Shore)	LCDR Coughlin	224-8708	(703) 614-8708
432R	Sea Coordinator	LCDR Piritz	224-8708	(703) 614-8708
432S	VS/Force Sup Jet	LT Foster	224-8708	(703) 614-8708
432U	VQ/Force Sup Prop	LCDR Doster	224-8708	(703) 614-8708
432Z	General Aviation	LT Cole	224-8708	(703) 614-8708

433	Head, Air Combat Placement	CDR Wanjon	224-4344	(703) 614-4344
433A	VFA/CVW East/TACRONS	LCDR Haffner	224-4344	(703) 614-4344
433B	VF/CVW West	LCDR Molitor	224-4344	(703) 614-4344
433C	VAW/VRC/VC/VQ	LCDR Settele	224-4344	(703) 614-4344
433D	VP/VX-1/ASWOC/VXE-6	LCDR Adrion	224-4344	(703) 614-4344
433E	Flight Students Placement	LT Bogard	224-4344	(703) 614-4344
433F	VAM/VAQ	LCDR McCulloch	224-4344	(703) 614-4344
433G	CV/CVN	LCDR Buck	224-4345	(703) 614-4345
433H	VS/VT/Aviation Staff	LCDR Wagner	224-4345	(703) 614-4345
433I	HSL/HS	LCDR Bartkoski	224-4345	(703) 614-4345
433J	HC/HM/TYCOMS/FASO	LCDR Menah	224-4345	(703) 614-4345

### ***Restricted Line / Staff Corps Officer Distribution and Special Placement Division***

44	Director	CAPT Wikstrom	224-4022	(703) 614-4022
44A	Aide Placement	LCDR Martin	223-0041	(703) 693-0041
44B	Deputy Director	CDR Riddle	224-4024	(703) 614-4024
440	Head, Professional Education/Subspecialties	CDR Threlkeld	223-1220	(703) 693-1220
440B	Graduate Education Placement	LT Noles	223-1222	(703) 693-1222
440C	Service College Placement	LT Bradford-Crane	223-1223	(703) 693-1223
440E2	Subspecialty/Waiver Review	Ms Hughes	224-3321	(703) 614-3321
441	Head, Washington Placement	CDR Opsal	223-0002	(703) 693-0002
441A	JCS/OSD Admin	LT Stone	224-1113	(703) 614-1113
441B	Assistant Washington Placement	LCDR Walter	223-0001	(703) 693-0001
442	Head, Major Staffs Placement	CDR Bole	224-8483	(703) 614-8483
442B	Asst. Head/Korea/Japan	LCDR Strange	224-8484	(703) 614-8484
442C	FAO/PEP/FMS	LT Druckenmiller	224-8482	(703) 614-8482
444E	Head, NAVSEA	CDR Threlkeld	224-4918	(703) 614-4918
444F	Head, Educ & Trng Staff Placement/NAVAIR/SPAWAR	LCDR Fox	223-1220	(703) 693-1220
444	NROTC/USNA/TELCOM/CNET	LCDR Harned	225-5779	(703) 695-5779
444B	NAS/CNRC/SAF/NS	LCDR Tappan	223-1219	(703) 693-1219
444C	NPS/CAAC/ARC/BRIG/PASS	Ms Henderson	224-4916	(703) 614-4916
445	Head, Engineering Duty Assignment	CAPT Rau	223-1231	(703) 693-1231
445B	Assistant ED Detailer	CDR Petersen	224-1232	(703) 614-1232
446	Head, AED/AMD Assignment	CDR Benn	224-4869	(703) 614-4869
446B	Assistant Head, AED 151x/Det/Air	CDR Wooten	224-4869	(703) 614-4869
446C	Assistant Head, AMD 152x	CDR Boyce	224-4869	(703) 614-4869
446	Tar Community Manager	LCDR Smith	224-4869	(703) 614-4869
	AEDO Career Manager	LCDR Black	664-1680	(703) 604-1680 ext 2180
	AMDO Career Manager	LCDR Disano	664-1680	(703) 604-1680 ext 2181
447	Acquisition Professional (AP) Advisor	CAPT Brown	227-8761	(703) 697-8761
448	Head, Public Affairs Assignment	CDR Weishaupt	224-2708	(703) 614-2708
448B	Assistant Head	LCDR Merrell	224-2708	(703) 614-2708
449	Head, METOC Assignment	CAPT Swaykos	224-0520	(703) 614-0520
449B	Assistant Detailer	LCDR Stewart	224-0521	(703) 614-0521
4410	Head, Cryptology Assignment	CDR MacDougall	224-3402	(703) 614-3402
4410B	JO Detailer	LCDR Pollard	224-3403	(703) 614-3403
4410C	LDO/CWO/New Accessions	LTJG Wilcox	224-3404	(703) 614-3404
4411	Head, Intelligence Assignment	CAPT Thomas	224-3072	(703) 614-3072
4411A	LT & Below Detailer	CDR Hughs	224-3072	(703) 614-3072
4411B	Intelligence Placement	LCDR Kohler	224-3072	(703) 614-3072
4411C	Attache Placement/TAR Detailer	CDR Workman	224-3072	(703) 614-3072
4413	Head, CEC Assignment	CAPT Surash	224-3635	(703) 614-3635
4413A	LCDR Detailer	CDR Ashley	224-3635	(703) 614-3635
4413B	Billets/NAVFAC Placement/ANCECO	LT Corando	224-3635	(703) 614-3635
4413C	LTJG/ENS/CWO Detailer	LT Collins	224-3635	(703) 614-3635
4413D	Plans and Inputs	LCDR Addison	224-3635	(703) 614-3635
4413E	LT/Postgraduate Detailer	LCDR Stratman	224-3635	(703) 614-3635



4412O	Director, Supply Corps Personnel/CAPT Sea & Shore	CAPT Walton	224-2862	(703) 614-2862
4412	Head, Supply Assignment/CDR Sea & Shore	CAPT Bird	224-2862	(703) 614-2862
4412R	Special Assistant	LCDR Singleton	224-2865	(703) 614-2865
4412B	LCDR Shore Detailer	CDR Kuhm	224-0915	(703) 614-0915
4412C	LCDR Sea and Overseas Detailer	LCDR Green	224-0917	(703) 614-0917
4412E	Reserve/TAR/SELRES Manager	CAPT Thornbury	224-2862	(703) 614-2862
4412F	LT/LTJG Sea and Overseas Detailer	LCDR Morgan	224-0918	(703) 614-0918
4412I	LT/LTJG Shore Detailer	LT Liberko	224-0913	(703) 614-0913
4412G	ENS/CWO Sea and Overseas Detailer	LT Skinner	224-0919	(703) 614-0919
4412J	ENS/CWO Shore	LT Walker	224-0916	(703) 614-0916
4412X	NAVSUP/DLA/BUPERS Placement	LCDR Dolan	224-2811	(703) 614-2811
4412W	TAR Community Manager	CDR Laughlin	224-8703	(703) 614-8703
4412Q	Career Counselor	LCDR Pritchard	224-3471	(703) 614-3471
4414	Head, Chaplain Assignment	CAPT Cooper	225-4355	(703) 695-4355
4414D	Assistant Head	CDR MacNew	224-4363	(703) 695-4363
4414E	Assistant Head	CDR Elkin	224-4415	(703) 695-4415
4415	Head, Medical Department Assignment	CAPT Brown	225-7073	(703) 695-7073
4415A	Assistant Head	CAPT(Sel) Younger	225-7073	(703) 695-7073
4415B	Head, Medical/Dental Placement	CDR Hodges	225-5837	(703) 695-5837
4415D	Overseas, Ops and USMC Placement	LT Anaya	225-5837	(703) 695-5837
4415F	East Coast Claimancy 18 Placement	LT Brown	225-5837	(703) 695-5837
4415T	West Coast Claimancy 18/Washington HQ Placement	LCDR Brown	225-5837	(703) 695-5837
4415M	Head, MC/Surg Spec Assignment	CAPT Golembieski	225-7960	(703) 695-7960
4415P	GME Assignment	LT Poindexter	225-7960	(703) 695-7960
4415U	GMO Assignment	LCDR Wiley	225-7960	(703) 695-7960
4415R	Operational Med/PA Assignment	LCDR Murray	225-7960	(703) 695-7960
4415N	Non-Surgical Spec MC Assignment	CAPT(Sel) Nathan	225-7960	(703) 695-7960
4415G	Head, Dental Corps Assignment	CAPT Arthur	225-9101	(703) 695-9101
4415H	Dental Corps Assignment	CDR Wagner	225-9101	(703) 695-9101
4415J	Head, MSC/Senior HCA Assignment	CAPT Garn	225-9004	(703) 695-9004
4415JA	Applied Science Assignment	LCDR Feril	225-9004	(703) 695-9004
4415I	HCA MSC Assignment LCDR and above	CAPT(Sel) Sullivan	225-9005	(703) 695-9005
4415IA	HCA MSC Assignment ENS-LT	LCDR Arellano	225-9005	(703) 695-9005
4415K	Head, Nurse Corps Assignment	CAPT Caffrey	225-7703	(703) 695-7703
4415V	LCDR Nurse Corps Assignment	CAPT(Sel) Boechler	225-7703	(703) 695-7703
4415L	Nurse Corps West Coast Assignment	CDR Saunders	225-7703	(703) 695-7703
4415S	Nurse Corps East Coast Assignment	LCDR Szymanski	225-7703	(703) 695-7703
* 4416	Head, JAG Corps Assignment	CAPT Stevens	221-9830	(703) 325-9830 ext 6101
* 4416B	Assistant Head/Senior Officer	CDR Crawford	221-9830	(703) 325-9830 ext 6102
* 4416C	LCDR Assignment	LCDR Tuidor	221-9830	(703) 325-9830 ext 6107
* 4416D	LT/LTJG/LDO Assignment	LCDR Luster	221-9830	(703) 325-9830 ext 6103
* 4416E	Accessions/Retention	LCDR Price	221-9830	(703) 325-9830 ext 6109
4417	Head, TAR Assignment	CAPT Peterson	224-8386	(703) 614-8386
4417B	Surface TAR Officer Assignment	CAPT Morgan	224-8386	(703) 614-8386
4417C	Aviation TAR Officer Placement	CDR Boening	224-8387	(703) 614-8387
4417D	Surface TAR Officer Placement	LCDR Hamel	224-8388	(703) 614-8388
4417E/441C	Intelligence TAR Officer Assignment	CDR Workman	224-3072	(703) 614-3072
4417F	Fleet Support TAR Officer Assignment	LCDR Strother	224-3515	(703) 614-3515
4419	Head, Fleet Support Assignment	CAPT Augustine	224-3515	(703) 614-3515
4419A	Assistant Head	CDR Dubuque	224-3515	(703) 614-3515
4419B	YG80-88 Detailer	LCDR Davis	224-3515	(703) 614-3515
4419F	YG89 & Junior Detailer	LT Enterline	224-3515	(703) 614-3515

## LDO/CWO from pg 34

**Selective Early Retirement (SER).** We are starting to receive calls about a SER for FY98. Frankly speaking and as of this writing, it's still too early to tell. Every effort has been made over the past year to avoid a SER. We kept our new accession numbers down, ensured that we did not over promote, supported as many lateral transfers to other communities as possible, and held the line on disapproving retirement request withdrawals and requests

for retire/retain. Each of these personnel actions have an effect on the need for a SER.

As soon as we know whether or not we will have a SER, we will get the word out to you by NAVADMIN message and through your detailers. My sincerest hopes are that we will be able to say for the first time in eight years, that the LDO/CWO community will not have a SER! r

*Best regards, keep charging, and stay safe out there!*  
**CDR Jerry Hart and LT Scott Lyons, LDO/CWO**  
**Community Managers (PERS-211L/N131L)**

# The Reference Page

## Record Maintenance

The following reference points are outlined to facilitate updating your record.

- **Photograph.** The requirement to submit a photograph is now within three months after acceptance of each promotion vice the old requirement of submission within one year.

Photographs can be submitted on NAVPERS 1070/10 and sent to:

Bureau of Naval Personnel (PERS-313C)  
2 Navy Annex  
Washington DC, 20370-3130

- **Fitness reports.** If you are missing a fitness report from your microfiche send a copy to:

Bureau of Naval Personnel (PERS-322)  
2 Navy Annex  
Washington DC, 20370-3220

For questions call DSN 224-1196/2476 or (703) 614-1196/2476.

- **Microfiche.** You cannot order your microfiche by phone or by e-mail because your signature is required. Send written requests to:

Bureau of Naval Personnel (PERS-313D)  
2 Navy Annex  
Washington, D.C. 20370-3130

For questions call DSN 224-3654/2983, (703) 614-3654/2983, or fax (703) 614-8882.

- **Performance Summary Record (PSR).** You may order your PSR by writing or faxing:

Bureau of Naval Personnel (PERS-313D)  
2 Navy Annex  
Washington, D.C. 20370-3130

For questions call DSN 224-3654/2983, (703) 614-3654/2983, fax (703) 614-8882.

- **Officer Data Card (ODC).** You may request an Officer Data Card by writing or faxing:

Bureau of Naval Personnel (PERS-1031D)  
2 Navy Annex  
Washington, D.C. 20370-1030

For questions call DSN 224-2213, (703) 614-2213, or fax (703) 614-5021

- **Medals.** If an award is missing from your PSR, send a copy of the signed citation to the Board of Decorations and Medals (after printing or typing your SSN in the upper right hand corner).

Navy Department Board of Decorations & Medals  
2000 Navy Pentagon  
Washington, DC 20350-2000.

If an award is missing from the microfiche, again ensure your SSN is in the upper right hand corner and send the citation to PERS-313C1. Faxed citations are not acceptable for inclusion on the microfiche. Remember that only personal awards (NAMs, NCMS, etc.) are part of your official record. r

### (METOC cont. from pg 26)

promotions (in and out), lateral transfers and separations taken into account. The controlled grades of CAPT--LCDR are carefully scrutinized, but there is more flexibility in LT through ENS. These numbers determine our future promotion zones and cause the zones into CAPT, CDR, and LCDR to vary year to year. Body for body promotion is the rule. If you have intentions of separating or retiring please inform us ASAP to allow for someone else's promotion.

**Communication.** [Http://www.navy.mil/homepages/bupers/per-4/pers-44/pers-449/1hm-pg.htm](http://www.navy.mil/homepages/bupers/per-4/pers-44/pers-449/1hm-pg.htm). Our homepage is a great source of information. E-mail ([p449@bupers.navy.mil](mailto:p449@bupers.navy.mil) or [449b@bupers.navy.mil](mailto:449b@bupers.navy.mil)) also remains a very reliable means of communication with no busy signal! r

### **Hot Fill Billets.**

<b>Command</b>	<b>Rank</b>	<b>Billet</b>
NIMA (formerly DMA) ficer	CDR	Requirements Of-
NIMA Products	LCDR	Special Nautical
NIMA	LT	Navy Support Team
NAVAL WAR COLLEGE	CDR	
CNMOC	LT	Flag Lieutenant
CNMOC	CDR	Fleet Systems
CNMOC	CDR	Tactical Applications
CNMOC	LT	SURVEY OPS
NPMOC Pearl Harbor	LCDR	CDO
NEMOC Rota	LT	CDO
NEMOC Rota	LT	OCEAN SVCS
NLMOC Norfolk	LCDR	LRF Supp
NPMOC West Guam	LT	TDO
FNMO Monterey	LT	FADO
HQ NAVSOUTH Naples	LT	
NAVO COMP Tampa	LT	
NPS Monterey	LCDR	INSTRUCTOR

# Acquisition Professional Picture

{PERS-2MM/447}: DSN 227-8761 commercial (703) 697-8761; fax (703) 614-4047

The results of the August APC selection board are now available. Those selected will have the AQD of APM entered in their record and should receive a certificate from the Navy DACM in about 6 months. The next major event in the AP world is the SYSCOM's fall slating of the Major Programs, Acquisition Shore Commands, and Deputy PEO/PM billets. Every fall, the SYSCOMS attempt to slate their major billets for the upcoming 18 months. Some unplanned fill requirements come up throughout the year making it important for those interested to keep a watch for these opportunities. At printing time only the NAVAIR slate for 29 October was available. Officers who are eligible/interested in any of these jobs should immediately contact CAPT A. J. Benn at (703) 604-1680 ext 2179 (DSN 664). The NAVSEA and SPAWAR slate is available at this publishing time and if you are interested and have not seen the list call your detailer or myself. r

## NAVAIR Major Billet Fill Reqmts through March 99

### BILLET

<u>Program Command</u>	<u>PRD</u>
PMA-208, Aerial target Systems	9805
PMA-213, Air Traffic Control Sys	9806
PMA-233, TAMPS	9812
PMA-248, Tactical Training Ranges	9805
PMA-257, AV-8	9805
PMA-258, Anti-Ship Wep Sys	9807
PMA-259, Air-To-Air Missile Sys	9812
PMA-263, Unmanned Aerial Vehicles	9807
PMA-271, E-6	9805

### Field Commands

NADEP Jacksonville (XO)	9812
NADEP North Island (XO)	9812
CMDR Test Wing Pacific	9902
NAWS China Lake (XO)	9809
NAWS Point Mugu (XO)	9810
NAMTRAGRU Pensacola (XO)	9812
NAWC-Training Systems Div (XO)	9806
DCMC Stratford	9805
DCMC Lynn	9808
DCMC St. Augustine	9812

### Deputy PEO & ACAT I/II

DPEO(A), Air ASW, Assault	9806
PMA-257A, AV-8	9808
PMA258A Anti-Ship Weapon Sys	9808
PMA-263A, Unmanned Aerial Veh	9806
PMA-265F, FA-18	9903
PMA-265T, FA-18	9806
PMA-272A, Tactical Aircraft EW	9810
PMA-273A, T-45	9809
PMA-275A, V-22	9804
PMA-299A, Multi-mission Helos	9806

### NAVAIR Acquisition/Shore Commands (CDR)

PMA-225	9806
DCMC Atsugi	9809
DCMC Oswego	9807
NAPRA Atsugi	9808
CO, Test Pilot School	9811
CO, Naval Strike Aircraft Test Squadron	9805
CO, Point Mugu Test Squadron	9812
CO, China Lake Test Squadron	9805

CAPT Dan Brown, PERS-2MM/447  
e-mail p447@bupers.navy.mil

## Officers' Call

### TAD Positions for Joint/UN/NATO Contingency Ops

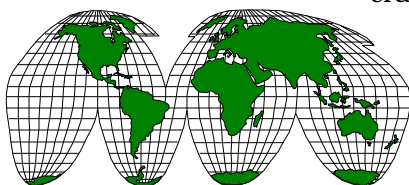
Here is an opportunity to participate in and contribute to real world operations. PERS-451G is charged with coordinating TAD support for Joint Operations and United Nations missions worldwide.

TAD assignments are 120 to 179 days in length and require your command's approval to participate. Your command incurs no cost in supporting these vital assignments as the requesting command pays both travel and per diem. If the timing is such, we can

work with your detailers to make the TAD assignment part of your PCS orders. Tax-free income, other special pays, and special recognition are often part of these professionally satisfying assignments.

PERS-451G currently supports assignments to Operations Joint Guard and Deliberate

Guard in Europe and Southern Watch in Saudi Arabia as well as United Nations missions to the Western Sahara and Republic of Georgia. Particular skills sought include Tacair aviators, aviation strike planners, TLAM strike



planners, EP-3 mission planners, H-60 CSAR coordinators, coastal harbor defense experts, Intelligence Officers, PAOs, Supply Officers (particularly contracting experts with subspecialty code 1306), SWOs (particularly anti-air TAOs with NTDS experience), Photography Officers, Communication Officers, Submarine Officers, CEC Officers, TARPS analysts, computer experts (subspecialty code XX89/XX91), and foreign language skills. Paygrade requirements range from LT to CAPT and are assignment dependent. New assignments become available monthly and are assigned 120 days prior to the report date.

For more information please contact LT Nikolai Mulligan or CDR Dick Terrell at DSN 223-1192 or commercial (703) 693-1192. You may fax us at DSN 225-5780 or commercial (703) 695-5780 or e-mail us at: p451g1@bupers.navy.mil r

### **From Education Picture on pg 3**

**Federal Executive Fellowships.** The Federal Executive Fellowship selection board is scheduled to meet in November 1997. Applications are due to the Chief of Naval Personnel (PERS-440C) by 1 October 1997, per OPNAVINST 1500.72B. The program start date will be in August 1998. Applicants must be URL/RL officers of the permanent grade of LCDR thru CAPT. Graduate level education in political military affairs or national security along with an appropriate subspecialty is desired, but not required. Selectees serve as fellows for approximately 1 year and incur a 3 year service commitment. JPME Phase I credit will no longer be granted for completion of these fellowships (senior level) after academic year 1998-1999. r

#### **Participating universities and institutions:**

The American Enterprise Institute for Public Policy Research  
Atlantic Council of the United States  
Boston Univ. Institute for the Study of Conflict, Ideology and Policy  
Brookings Institution  
Center for Strategic and International Studies  
Council on Foreign Relations  
MIT Defense and Arms Control Studies Program  
Department of State Foreign Service Institute  
Harvard University Center of International Affairs  
Harvard University National Security Fellows Program  
Harvard University Olin Institute for Strategic Studies  
Hoover Institution on War, Revolution, and Peace  
RAND Corporation  
Tufts University Fletcher School of Law and Diplomacy

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**<http://www.navy.mil/homepages/bupers>**

## **L A N D L I N E**

### ***Letters to the Editor***

Background for Landline responses comes from cognizant offices in BUPERS. Your questions and comments are essential to issues deserving added emphasis or clarification. If you have a question or comment, please write to:

Editor, *Perspective/Link*  
Bureau of Naval Personnel  
PERS-451E

2 Navy Annex  
Washington, DC 20370-4510

Include your name, SSN, and designator when writing, or call DSN 223-3034; commercial (703) 693-3034; or fax (703) 614-3380. *Please note that the above fax number is new.*

You can also send Internet e-mail to the editor at the following address:

p451e@bupers.navy.mil

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